



## **EUROPEAN SOCIAL PARTNERS' INTEGRATED PROGRAMME OF THE EU SOCIAL DIALOGUE 2009-2011**

### **SUMMARY OF THE PROCEEDINGS OF THE SEMINAR ON “THE EMPLOYMENT IMPACT OF CLIMATE CHANGE POLICIES” BRUSSELS, TUESDAY 29 JUNE 2010**

#### **I. Introduction by European Social Partners on the study and expectations of the seminar.**

Steven D'Haeseleer (BUSINESSEUROPE) & Joël Decaillon (ETUC)

Steven D'Haeseleer (BUSINESSEUROPE) opened the seminar by welcoming the participants. After presenting the frame of the study, he introduced the topic of the seminar: the consequences of climate change on the employment and how social partners are working on it.

Steven D'Haeseleer introduced three main points:

- Understanding climate change & climate change policies impacts on employment,
- Understanding climate change and consequences on skills
- Then, identifying and discussing on what social partners did or are doing to answer these questions.

Steven D'Haeseleer reminded to the assembly why this study is important. At the European level, scientific research & studies are numerous regarding some topics like globalization, technological changes and transition, but less numerous on the employment issues. This is the reason why this study produced by Syndex and Social Partners organizations is central.

Joël Decaillon (ETUC) took over the introduction.

According to Joël Decaillon this topic is new for social partners. He followed the introduction making clear the fact that nowadays there are great inequalities between social partners work concerning that issue across Europe. But according to him, this is not a big deal, because the benchmarking is very useful today to advance on this issue.

Following the introduction of the study he reminded the audience that beside the analysis of the current literature, a questionnaire has been sent to all European social partners. The questionnaire helped the protagonists of this study in the choice of the case studies. As a result, five countries were chosen as good examples in terms of initiatives they decided to undertake. Those five countries are going to be presented during all this day.



Please note that this presentation is the first part of the project since the study shall be completed in due time. It is intended to present the study in a more comprehensive manner during another conference which is planned in the Spring of 2011.

## **II. Presentation of the literature review and questionnaire results**

Alain Mestre & Philippe Morvannou (SYNDEX)

Philippe Morvannou introduces his presentation with the questionnaire results

The analysis of the questionnaires gives us a better knowledge on one hand about social dialogue on climate change in Europe and on the other hand about the actions and measures adopted by social partners on this subject.

The questionnaire has been sent by European social partners to their affiliates participating to this project. We received 46 answers from 20 countries of EU.

More precisely

- Sectoral (especially energy, buildings, intensive energy sectors and transports) & National levels have been both privileged by social partners to work on climate change issues.
- Social Partners have been more involved on mitigation measures than adaptation measures. Differences are clearly visible between North/South on the choice of priority measures.
- Tripartite initiatives have been mainly chosen by social partners, when they have to work on adaptation issues.
- On the employment: adaptation measures and policies impact more jobs than skills and knowledge. Concerning adaptation issues, the impact of measures and policies on employment hasn't been yet analyzed by social partners.

Alain Mestre presentation on literature review

A number of recent studies have been dedicated to the analysis and assessment of these impacts, or/and to the role of the dialogue between the actors (public authorities and social partners). Five such studies, which are considered as among the leading references in this field, are outlined below.

- GHK (2009), "The impacts of Climate Change on European Employment and Skills in the Short- to Medium term"
- Syndex-S.Partner-WMP (2009), "Climate disturbances, the new industrial policies and ways out of the crisis"
- UNEP, ILO, IOE, ITUC (2008), "Green Jobs: Towards Decent work in a Sustainable, Low-Carbon World"
- Syndex-Istas-Wuppertal Institute (2007), "Impact on employment in the European Union-25 of climate change and CO2 emission reduction measures by 2030"
- European Foundation for the Improvement of Living and Working Conditions (2009) "Greening the European economy: Responses and initiatives by Member States and social partners"

This draft report is presented as an "expert report". It represents the views of the individuals involved in its preparation and does not represent the views, either individually or collectively, of the European level social partner organisations that were responsible for its commissioning.

### III. Case Study 1 – BELGIUM

Chair: Philippe Morvannou (SYNDEX), Presentations: Anne Defourny (VBO-FEB), Bert de Wel (ACV-CSC), Sophie Lenoble (Belgian Government)

#### Introduction

Philippe Morvannou introduced Belgium as a really interesting case study on the topic of social dialogue, especially regarding climate change issues.

#### The joint presentation of Anne Defourny (VBO-FEB) and Bert de Wel (ACV-CSC)

The main goal of this presentation is to give a description of the social dialogue in Belgium. How are national social partners addressing the issue of climate change and the impact on employment? And, how far did social partners go into that social dialogue?

This presentation was organized in three points:

#### 1. Formal government consultation processes

Through formal government consultation processes, social partners have defined consensus opinion on some topics and issues.

- About Green jobs: A consensus opinion was reached through the formal government consultation in the frame of the National Labour Council and the Central Business Council.
- Concerning the Copenhagen Climate Summit: A consensus opinion was reached during the Federal Council for Sustainable development meetings.
- Consensus opinion on the CO2 Price signal (CO2 Tax) was reached during the Federal Council for Sustainable Development meetings.

#### 2. An example of measure developed bilaterally among social partners The ecovouchers initiative

The ecovouchers initiative was introduced in Belgium in 2009, with the Collective Industrial Agreements (CIA) nr.98. This CIA transforms concretely the Inter-professional agreement 2009-2010 commitments. Furthermore, on an environmental approach, this initiative is a really good example of helping citizens to change their consumer behaviour. The employment impact of this initiative has not yet been analyzed.

#### 3. Unilateral initiatives of the social partners

Initiatives by Employers' organizations: FEB-VBO puts in place some initiatives. Two examples were outlined: the first one, a FEB-VBO brochure which promotes Belgian eco-business abroad. The second one is the Energy efficiency forum. According to FEB-VBO, energy efficiency is one of the best solutions to realize energy saving.

The initiatives of Trade unions: ACV- CSC had presented trade unions initiatives: BRISE, RISE and Arbeid en Milieu. This organization presented also a mobilization network of environment and social organizations named Climate Coalition.

## Presentation of Sophie Lenoble (Belgian Government)

Sophie Lenoble works on the Belgium Ministry of Employment.

The presentation outlined 4 points:

1. The role of employment policies at the hands of environment and climate issues.

The role of employment policies is important in terms of a transition towards a low-carbon economy. According to Miss Lenoble, there are three main points: the need for more qualified and skilled workers. The transition is essential but has to be realized on the best and decent way. Finally, we have to think about job location issues and organizational methods. Collaboration between social partners and public authorities is essential in order to make this happen.

2. Figures on: employment in the green sector.

- A lack of green jobs definition.
- Miss Lenoble quoted some figures, which came from a study of the Federal Planning Bureau named « Qualitative Employment Multipliers for the Belgian Environmental Industry » (<http://www.plan.be/admin/uploaded/200912141631570.wp200913.pdf>)

According to this study, between 2000 and 2005 the environmental employment has known a larger growth in terms of employment than the employment of the overall economy.

3. Some examples of initiatives, which have been taken at different levels: federal, regional, and local levels, in partnership with social partners and concerning green jobs.

At the federal level, Miss Lenoble outlined two types of initiatives led by social partners: the ecocheques initiative and the formal consultation processes in order to introduce policies and measures.

Besides federal initiatives, Miss Lenoble named some regional initiatives concerning training in the three regions of Belgium

4. Employment policies at the hands of environment and climate issues: a priority of the Belgian Presidency of the Council of the European Union.

She specified the Belgian Presidency agenda.

## Debate

Belgium case: The main questions asked to Belgian actors were about the Belgian Presidency.

M. Granata, Antonio - CGIL (Italy)

- Concerning the European climate policy, what are the priorities of the Belgium presidency?
- Which place will the Belgian Presidency give to social partners?

Miss. Dojlido-Smiech, Agnieszka - NSZZ Solidarnosc (Poland)

- To what extent are new member countries (i.e. Poland) able to get access to the EU's structural funds in order to finance social measures to help reconversions caused by the Climate-energy package?

- Have you already identified skills needs?

Miss Defourny Anne from FEB-VBO (Belgium) answered: engineers, mathematicians.

M. Olivier, Dominique – CFDT (France)

- Is energy shortage taken into account in this study?

- How is the Belgian Presidency going to deal with it?

- Which role can the European social partners play to deal with the employment dimension in the framework of the ETS System?

- How has the ECO-Voucher Initiative been accepted by the Belgian Government?

- CDM projects: On what have the investments been carried out?

M. De Wel Bert, from ACV-CSC (Belgium) answered: the competences are shared between federal government and regions. The federal state has already chosen to reduce GHG emissions via foreign investments.

According to Isabelle Chaput (Essencia), volumes are insignificant. Only 7.5% are reached.

In Belgium, there is a traditional culture of social dialogues, scientific research. We are always looking for something which is bringing us together than for something moving us away.

Miss Kulczycka, Daria (PKPP Lewiatan)

There is a lack of statistical data. How do you think the Belgian Presidency is going to create standards in order to analyze ex ante the impacts of European policy?

According to Miss Lenoble (Belgian Government, Belgium), there are two state members in the Employment committee. Some green indicators are taken into account.

#### **IV. Case Study 2 – GERMANY, SPAIN**

Chair: Alain Mestre & Philippe Morvannou (SYNDEX), Presentations: Begoña Maria Tomé Gil (CCOO, Spain), Natividad Hernando (UGT, Spain), Jan Dannenbring (ZDH, Germany), David Großekathöfer (VKU, Germany)

#### **SPAIN**

##### Introduction

Philippe Morvannou introduced Spain as an interesting case study of social dialogue. In 2005, Spain established a social dialogue structure on climate change issues called sectoral roundtables. The main goal of these initiatives consists of surrounding climate changes issues and their impacts on job, competitiveness ... Nine roundtables have been established.

##### UGT Presentation - Natividad Hernando (UGT, Spain)

1. Unilateral initiatives

2. Social dialogue in Spain

The social dialogue in Spain is organized on two different structures.

First, the social dialogue is organized through general consultative structures of public administration (for example: The National climate council the National adviser environmental council, and the hydrological national and regional councils).

The second way to organize social dialogue is in the Kyoto Protocol (the general roundtable and the sectoral roundtables). The general roundtable which put together on the same table the representatives of different ministries and the representatives of the social partners are present. The sectoral roundtables are specific. Unions representatives and sectoral employers organizations representatives follow through and elaborate some proposals.

It's a tripartite initiative settled in 2005, with two main objectives (monitoring the impact of accomplishment of Spanish compromises in the frame of Kyoto Protocol, and, anticipate the potential adverse effects on competitiveness and employment, and make proposal to solve potential problems).

Overall, the end result of these round tables is positive. However, improvements are necessary. Today in Spain, there is a major concern regarding climate issues. In these times of crisis, nor the trade unions, nor the corporations are keen to hear about environmental issues.

Concerning the employment impacts, Miss Hernando said two things. First, a paper on green employment for sustainable economy has been drafted in 2010 by *the Observatorio de la Sostenibilidad en Espana and Fundacion Biodiversidad.*, A law for a sustainable economy is currently being studied, and might soon be approved.

#### CCOO presentation (Begoña Maria Tomé Gil - CCOO, Spain)

CCOO wants ambitious policies to take place because it's absolutely necessary to transform industries. It's also necessary to make green investments and to develop research and development.

The consultation bodies do have an important role in the definition of new policies.. Miss B.M Tomé took the examples of consultation bodies which exist in Spain:

- Alliances between social organizations, for instance the climate coalition platform
- On mobility, there are some collaboration between organizations

What we have to do

On public transports, CCOO wishes more budget

About green taxes CCOO wants to tax polluters

About energy efficiency, the measures are numerous but a clarification is now necessary

CCOO realizes independent studies Miss B.M Tomé took three examples:

- Employment and renewables (100 000 workplaces and 6 000 workplace in coal industry)
- Employment in public transport
- The third one is about buildings

#### Debate

The main questions asked to the Spain actors were on the impact of the reduction of public budget.

Even if the crisis has some good results on GHG emissions, (for example, according to Miss Maria Tomé Gil, from CCOO, the GHG emissions in the cement sector has fallen to 32.9%), the consequences on employment have to be anticipated and analyzed.

According to Miss Maria Tomé Gil, Spain should deal at the same time with the GHG emission reduction and the increase of employment.

Today, building construction experiments a huge crisis with 4.5 million people unemployed.

## **GERMANY**

### Introduction

Alain Mestre introduced Germany with two interesting cases of social dialogue:

- Network resources efficiency initiative, which concerns the industrial sector. The main goal of this initiative is to organize seminars in partnership with a panel of scientific people. Currently, there are around 30 research projects.
- The Alliance for work and the Environment, which concerns the construction and the building sectors. Originally, the project was a bilateral initiative. In the early 2000s, the government decided to support it. Alain Mestre reminded the aims of this initiative: to renovate 300,000 flats per year, to reduce CO2 emission by 2 million tons per year, and to reduce heating bills for tenants, landlords and the state by about \$ 4 billion. This initiative has also an employment impact (preservation/creation).

### ZDH Presentation, Jan Dannenbring (ZDH, Germany)

Climate change is a central element of environment policies for German government. German government puts in place a strong carbon emissions reduction policy: a 40% reduction by 2020, and a 80% reduction by 2050.

In order to reach these goals, the German economy should be transformed, so this is the reason why some support programs for energy saving measures (roughly 1000) were established at the federal level, at the regional level (with 16 Bundesländer) and at the local level.

The role of social partners in Germany is really important. It's a fundamental right guaranteed in the German Constitution (Art.9). Social Dialogue in Germany is strictly bilateral.

- There are some initiatives of German social partners on "green employment" at the national level, because the social dialogue structures are mainly regional and national.

- Some examples of Green initiatives with social partners and business organizations:

- Politics and business dialogue on climate change, initiated in 2009 by the Ministry for Environment Protection.
- The Craft sector together with KfW has initiated various programs for the energy-efficient building.
- The ZDH together with the Federal Environment Foundation has launched in 2009 a project « Energy-saving housing – profit for all ».
- BMU, BMWi together with the DIHK have launched in 2009, an initiative named « Partnership for climate protection ».
- BDI, in 2009, has initiated a discussion forum named « Business and climate protection ».

- Social Partners are also active in the skills sector: they put in place some training programs, in order to improve workers skills (for example, in the craft sector).

#### VKU presentation: David Großekathöfer (VKU, Germany)

The German Association of Local Utilities (VKU) represents the interests of the local public utility sector in Germany, which includes both supply and disposal services. SWM is a member of VKU.

According to David Großekathöfer, the local electricity/ and local energy are the most important issues linked to climate change.

According to VKU, the training and educational programs are really important. It's the only way for companies to adapt themselves to new opportunities.

#### Debate

Mr Tadeusz Rybnik, secretary general of Solidarnosc's Cement industry section, presented the position of the workers of the polish cement industry.

In particular, he underlined the following: The fact that climate change and global warming are caused by human activities has not yet been scientifically demonstrated. He is very skeptical about it and deeply regrets that there is no internal dialogue on this question among ETUC members;

The EC's Climate – energy package signed in December 2008 puts into danger European energy intensive industries. It obliges European companies to invest in very expensive technology or to pay for their CO2 emissions. Therefore, there is a high risk that they are not going to be competitive compared to companies of countries which did not commit to reduce their emissions. Moreover, there is a high risk of carbon leakage which is more than probably going to provoke huge job losses within the EU.

The EU commitments to reduce its GHG emissions encourages countries like the USA, China and India not to do so. It is clear that these countries will do everything to profit from their competitive advantage and avoid reducing their GHG emissions. Thus the EU should not make any commitment to reduce its emission levels before other countries that are part of the Kyoto protocol do the same.

Finally, he underlined that EU measures should take into account the specificities of each sector concerned by the directive on GHG emissions. According to him, it is not possible to achieve further emission reductions in the cement industry. There is no available technology that could allow doing so. In the case where the disposals of the EC climate energy package would not be modified, the European cement industry is going to disappear because it is not going to be able to face competition of countries like China (which is already the first cement producer in the world).

## V. Case Study 3 – UNITED KINGDOM

Chair: Alain Mestre (SYNDEX), Presentations : Guy Bailey (CBI), Phillip Pearson (TUC)

### Introduction

Alain Mestre introduced this country case with an original and interesting initiative named the Greenworkplaces initiative. According to him, this is a demonstration on the fact that employers organizations and Trade Unions can work together on some projects.

### CBI Presentation - Guy Bailey (CBI)

Three different points were presented. Guy Bailey introduced how UK is addressing the issue of climate change.

He explained to the assembly that since Kyoto treaty in 1997, the UK has been really active on this point at different levels. At the political level, after the Stern Review of the economics of climate change, UK government adopted the Climate Change Act in 2008. And a political consensus was found around the need for action. At the economic level, a business consensus was also found.

Then, M. Bailey introduced the employment impacts of climate change policies by presenting risks and opportunities from climate changes. According to CBI, employment trends will be altered in a low-carbon economy. The types of jobs available will change, as will the structure of existing roles. Also, the impact will vary by sector, and by region. To conclude, the management process is extremely complex.

After this conclusion, M. Bailey introduced to the assembly what the social partners have done together in order to find solutions to minimize the labor market risks. They organized some initiatives at different levels:

- At the national level, they work in close collaboration with think tanks, and they put in place the Forum for a just transition.
- At the workplace level, employers can work with Trade Unions in order to reduce energy use.

Then, M. Bailey took the examples of the CBI activities

M. Bailey explained to the Assembly that the CBI work changed dramatically after 2005. Actually they moved from a reactive to a proactive agenda. In 2007, CBI established a Climate Change Board. In 2009, CBI introduced “Roadmaps for a low-carbon economy”. During this year, they also announced “Creating a low-carbon future” is one pillar of the CBI’s EU Strategy. Then, this last April, with the German Employers organization named BDI, CBI adopted a joint declaration called “Statement of Principles on Climate Action”.

CBI actions are also more targeted. They published reports on some specific questions. For example, in 2009, they wrote two reports: the first one is titled “Future proof: preparing your business for a changing climate”, and the second is a guide to help employers to switch their employees on to sustainability (“Getting involved: a guide to switch your employees on to sustainability”). The last example of reports comes from CBI Wales, whom have made some recommendations. In it, CBI Wales calls for “a new low-carbon economy strategy that all departments of the Assembly Government are committed to delivering”.

### TUC's presentation - (Phillip Pearson, TUC):

Phillip Pearson introduced his presentation with the key Government initiatives, in order to fulfill the ambition for a low carbon, eco-friendly economy. 2008 Climate Change Act, CRC Energy Efficiency Scheme, The Local Carbon Industrial Strategy are some examples of what the Government did. Government puts also in place a Committee on Climate Change, and some green stimulus to facilitate the transition towards a low-carbon economy.

Then, in the second time, he presented the Stakeholders' initiatives on the Just Transition issues.

- TUC initiatives. They put in place the Clean Coal Task Group, the Manufacturing Forum, The Trade Unions Sustainable Development Advisory Committee (TUSDAC), the Forum for a Just Transition. They also published some reports (for example, the Energy Intensive Industries study).
- Forum business where the stakeholders' issues are mainly about carbon leakage and procurement.
- Forum for a Just Transition. The main goals are “discuss, and where appropriate take action on, overarching vision for a low carbon economy (tot) aid the execution of the LCIS, and identify where to build on commitments so that the strategic approach properly reflects short, medium and long terms needs. Consider and offer views to Ministers on what further developments of Government policy are needed to ensure a fair distribution of costs and benefits for the whole of the UK economy. Advice on what further economic analysis is needed for the successful development of the UK Low Carbon Industrial Strategy and Low Carbon Transition Plan”.
- Then, he finished his presentation on what the stakeholders have done to deal with the “low carbon skills” topic.
- They realized mainly some consultations and some reports in order to improve their knowledge on some issues (mainly skills needs for all different kind of workers).
- He also introduced the *GreenWorkplace initiative*. It's an enterprise-level initiative: in 2006-07, the TUC's *GreenWorkplaces* project supported trade union initiatives to make six demonstrations of 'greener' workplaces. The project focused on energy saving as a key TUC priority and was funded by the Carbon Trust. Today, more than 1300 are in process.
- At the sectoral level, the UK stakeholders put in place Sectors Skills Councils “in order to better understand the needs of industry”. “Sector Skills Councils (SSCs) are independent, employer-led, UK-wide organizations designed to build a skills system that is driven by employer demand. There are currently 25 SSCs covering over 90% of the economy”. These SSC work in close collaboration with professionals of education and training, to put in place some training modules in order to reduce skills gaps in the sector.

At the end of his presentation, M. Pearson concluded with some drivers which help to succeed on a climate policy. According to him, the drivers are: a just transition, a multi-level engagement, a dual focus on social and economic opportunities and challenges of transition, a procurement pull-through new technologies, STEM and leadership skills, and EU priorities oriented to an intelligent Energy Europe and a Stakeholder forum.

## **VI. Perspective from the European Commission**

Presentation: Egbert Holthuis, DG Employment

According to M. Holthuis, global warming is the biggest and most far-reaching environmental challenge the world is facing today. Efforts to adapt to climate change and to mitigate its effects will have an important impact on the labor markets in the EU.

To succeed on this issue, the European Commission has settled some drivers: 2008 climate package targets (20-20-20), crisis recovery programs, Europe 2020 strategy for smart, sustainable and inclusive growth.

The European Commission works on the “green job” concept: it gives a definition of green activities and jobs directly and indirectly connected to those activities.

- Green activities: clean energy, environmental resource management, energy & material efficiency, environmental services and cleaner production & diversification.
- Direct employment covers employment in activities concerning the operation and maintenance of equipment or the provision of environmental goods and services, as well as employment in activities aimed at the production of environmental equipment or infrastructure to provide environmental services.
- Indirect employment covers employment in activities that provide intermediate inputs for production of environmental equipment and services.

According to the European Commission, the low-carbon economy transition will bring potentially large changes in sectoral employment. Some sectors will bring new opportunities for employment (for example renewable sector, and construction sector), and some sectors will lose traditional jobs (especially in energy intensive sectors).

To conclude, transition will generate changes in skill needs (especially in management, leadership, communication and technical skills). It's for this reason that the European Commission wants to promote partnership and information sharing to tackle information failures to ensure that this leads to a timely anticipation of possible restructuring processes through effective social dialogue and involvement of all stakeholders.

In 2009-2010, European social partners have decided to work together and to develop a joint approach to the social and employment aspects and consequences of climate change policies.

## **VII. Round table discussion**

Chair: SYNDEX, Presentations: Joël Decaillon (ETUC), Folker Franz (BUSINESSEUROPE), Liliane Volozinskis (UEAPME), Michael Brodie (NEREO, CEEP UK)

Liliane Volozinskis (UEAPME)

Climate change will affect all sectors of the economy, companies and workers.

At the European level, she underlines the fact that the green agenda is gaining importance for the European Union and though all measures and policies taken by the European institutions should go in the same direction:

- Research & Development, new technologies, innovation.
- Training & education policies, on adaptability of workers and companies.
- And also the adaptation programmes for economic competitiveness of EU

Due to the fact that EU legislation for a low carbon economy is a strong driver for change, she further insisted on the SME specificities linked to the compliance obligation and their strong need for external support, because many jobs aiming to greening the economy are located in SMEs.

At the national level: the green agenda is taken seriously by social partners. This question is getting onto discussion forums (unilaterally and tripartite initiatives, bilateral dialogue, public/private partnerships). These forums are different through countries. The diversity of structures depends on the historical and political context of each country.

According to Ms Volozinskis, to achieve the transition, social dialogue has to go through two steps:

- First step: social partners need to clarify concepts in order to share a joint analysis of the situation. Second step: A joint understanding of climate change impact on employment should help for the identification of skill needs (for workers & for companies) in each sector.
- To make the green revolution, public authorities have a role to play. Governments have to take their responsibility and put in place some “integrated strategies” (which have to include research activities, education & training programs, active market policies), but also support policies (financial and/or technical supports). Next to the Government responsibility, social partners have also an important role, especially on the skills needs identification.
- Finally business organizations should also contribute to anticipate change through adapted skills and qualifications.

## Conclusion

Social partners including at EU level have to continue their actions and dialogues: necessity to deepen the reflection and to exchange good practices in order to better define what social partners can usefully do together on a bilateral basis. On a tripartite basis this should be completed by a strong involvement of social partners by public authorities when framing their policies for greening the economy and reduce the negative impact of climate change.

## Folker Franz (BUSINESSEUROPE)

BusinessEurope also thinks climate change is a major priority. They have been very active on this question, but only in the frame of sectoral approach (they don't have a social vision of this issue).

His first observations was on the fact that employment impacts of climate change policies are very complex and are very different from a sector to another , and from a region to another.

To move from a traditional economy to a low carbon economy, skills and educational needs are very huge. On his presentation, M. Franz explained that skills and educational needs are different from a sector to another one, but he gave some advices in order to better analyses skills gaps.

- First, he told to the assembly to learn how US and China deal with the “future” opportunities, because according to him, the two countries have some good results.
- Then, he explained to the assembly that the most important issue is not to distinguish “green economy” and “grey economy”, but is to make a difference between companies which deal well with environmental issues and the companies which don't do that.

- The third point, according to M. Franz, is “Investment”. About the current economy crisis, he told to the assembly that it’s false to say the companies have cancelled or delayed their clean investments. Companies actually do the clean investments as they suppose to do it.
- We are strong supporters of efficiency benchmarks in different trends.

To conclude, he explained to the assembly that companies don’t know yet all business opportunities. So, we have to look at the sectoral and regional specificities of employment policies.

### Joël Decaillon (ETUC)

According to M. Decaillon, two main elements stand out in this seminar:

The greenhouse gases emissions reduction is a huge challenge for the world. This idea is shared today by the social partners (*de facto* by society in its entirety).

The climate changes will affect the world differently from a region to another and to a sector to another. In parallel, the world is changing: the world population is going to become bigger, and the energy used will be also more important: it is a necessity to change the consumption patterns.

So, we need to find some tools to measure the all complexity of those effects. And, if the European Union wants to keep the leadership position, we have to find solutions on the technological issues, and *de facto* on employment issues.

It’s for this reason that social dialogue is so important, because all parameters have to be analyzed in the same time and the response has to be complete. We have to get the largest vision on the climate change impacts and on solutions, and for that, we have to get a global, national and local approaches of this stakes. Also, we must have a industrial, technological, educational capacity at a sufficient level to be trained and prepared for this challenge.

We have also to preserve European production and apply the same rules to imports. We have to protect the european Competitiveness at international level.

To conclude, we are at the beginning of a process, it is necessary to find from now on in social dialogue the way to manage these future stakes.

### Michael Brodie (CEEP)

Mr Brodie started his intervention by mentioning some short information about his association; being one of the founding members of CEEP UK. He continued with explaining that he would structure his intervention by speaking about some important CEEP issues and then speak about some specific examples from the UK.

This was followed by outlining the important role of public services, telling that in the CEEP response to the Europe 2020 Strategy it was pointed out that the public sector has an important role in achieving the targets of the strategy. Also the involvement of social partners is of outmost importance in this respect.

Furthermore, Mr Brodie then gave a short description of the northern part of England. The region was in the past built up around steel industry, now all of this is gone. The area has faced hard challenges in the past and new challenges are waiting ahead.

Regarding low-carbon economy, Mr Brodie mentioned that the car manufacturer Nissan will establish their manufacturing of electric cars in Sunderland. Nissan will invest heavily in this which is dependent upon large public contributions. Support from the public sector is needed for this which is also valid for the development of charging points in the city for the electric cars.

Mr Brodie also mentioned carbon capture and storage, that their industry is aiming for this and to be able to do achieve it there is a cooperation with universities to address the new skills needed.

There is also a target to reach 50% renewable energies in the UK. In 2006 the number was 1,5%. This is a significant challenge and the public sector is investing heavily to make this happen.

Technology could create up to 20 000 new jobs and private public partnerships are very useful to achieve this.

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