



Skill needs in a green economy

Cases from Public Utilities
Brussels, 10 October 2013

Content



- Green Economy and Changing Industries
- Responses: the link between social dialogue, lifelong learning, just transition and decent work

Green economy

- ▣ Resource efficient society

- ▣ Waste:

- ▣ By 2020, waste is managed as a resource.
 - ▣ Recycling and re-use of waste are economically attractive options.

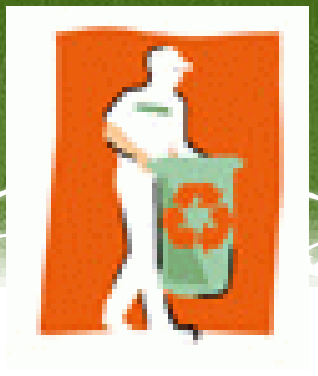
Green economy



■ Energy - Electricity

- By 2020:
- 20% of energy from renewable sources
- 20% more energy savings
- 20% CO2 reduction

Changing industries



▣ Levels of change:

1. Demography
2. Industry
3. Company
4. Job

Changing Industries

- ❑ Aging workforce to continue working
- ❑ Concentration, globalisation, privatization and outsourcing
- ❑ Increased IT, more high-tech
- ❑ => Skills mismatch

Changing Industries



- EU: unemployment at 'high'
- Electricity: reduction of jobs, but growth in renewables
- Waste: Substantial increase in employment (recovery, recycling) along with growing turnover

Social Dialogue



- ▣ Electricity: YES
 - ▣ EPSU-Eurelectric-IndustriAll
 - ▣ Since 1995
 - ▣ Results: studies, seminars, joint statements

- ▣ Waste: NO

Responses – Electricity SD



- ❑ Demographic change and age management – **joint toolkit, 10 step plan**
- ❑ Just transition and Energy Roadmap 2050

Electricity Social Dialogue



- ▣ **Joint framework of actions on competencies and training - addressing youth unemployment and climate change**
- ▣ “The development of competencies, skills, qualifications is a central concern of the European Social Partners in the Electricity Sector.”

Electricity Social Dialogue



- Joint framework of action
EPSU – Eurelectric – IndustriAll

- Anticipation of change
- Energy and climate objectives 2020
- Learning organisations
- Equality and diversity
through:

- Social dialogue at all levels



Electricity Social Dialogue



■ Human Capital Agenda Electricity sector NL:

- Sustainable employability: work longer and smarter
- Finding the right people skilled and qualified
- Growing demand for highly educated and technical skilled people
- Looking for innovation

Response: Lifelong learning

- ❑ Learning for personal development and employability
- ❑ Reducing the skills mismatch
- ❑ Education and training
- ❑ Work-based learning
- ❑ Apprenticeships and traineeships

Response: Lifelong learning

□ Netherlands “life cycle approach” in HRM:

- More Old, less Young people
- Vacancies and unemployment (skill mismatch)
- Promote equal opportunities

Via:

- Existing ‘education and development’ Funds
- 50% Union-50% Business representation
- Funding 0,2% payroll

Lifelong learning



- ❑ Training in case of
 - ❑ a transfer or change of job;
 - ❑ a new site;
 - ❑ new work equipment and/or change of equipment;
 - ❑ use of new technologies, materials and/or products
- ❑ Training for workers with a fixed-duration employment/ temporary employment relationship

Changing Job – Quality

- Workload intensification
- Uneven and difficult representation and social partnership (in waste)
- Limited time of contracts
- Unequal working conditions for new entrants
= fragmentation of workforce

Just transition – Decent work



- Creation and maintenance of **decent green jobs**
- Active training and education strategies ensuring workers are able to prepare themselves for the transition to greater resource efficiency

Just transition and Decent work

- Respect for workers' and trade union rights
- Strong and effective social protection systems



Just transition

- ❑ Just transition principles need to be central to ensure quality jobs and employment
- ❑ Exploring the establishment of a sector skill council in the electricity sector

Two steps ahead, one back



Sector skills council?

- ❑ resources
- ❑ long-term viability
- ❑ aims and objectives of the sector skill council
- ❑ Employers hesitant

EPSU priorities / challenges

- Social Dialogue
- Just transition – Decent work
- Participation of workers!

Working for a green and clean planet!

□ Thank you very much for your attention!



- Jerry van den Berge
- EPSU
- jvandenberge@epsu.org