



EURELECTRIC / EPSU / EMCEF JOINT DECLARATION

ON

**EMPLOYMENT EFFECTS OF THE OPENING OF ELECTRICITY & GAS MARKETS
(ECOTEC STUDY)**

CONCLUSIONS OF THE SOCIAL PARTNERS

December 2007



**EURELECTRIC / EPSU / EMCEF Joint Declaration
on employment effects of the opening of electricity & gas markets
(ECOTEC study)**

Conclusions of the Social Partners

EURELECTRIC, EMCEF and EPSU, partners in the social dialogue committee of the electricity sector, have discussed the results of the employment study and have agreed on a number of common conclusions.

The study underlines the importance of the work the social partners have done in the framework of the social dialogue committee, e.g. projects with regard to skills needs, health and safety, equal opportunities and corporate social responsibility. The social partners will use the outcome of this project to re-evaluate and reconsider their ongoing and future activities, in particular with regard to specific age groups and job profiles.

EURELECTRIC, EMCEF and EPSU have analysed the results and have reached a common view on many aspects of this study as well as on a proposal to further investigate the impact of liberalisation on employment.

The social partners agree that the liberalisation of the electricity industry is one of the main reasons of change in the sector and has lead directly or indirectly to very active restructuring, causing an important loss of employment within the industry and to qualitative changes on the work floor. Because of the lack of data on outsourcing and job creation in new activities and in other sectors, the study however does not give a complete view on the total impact on employment.

The study gives a first impression of the important challenges the electricity industry will face in the next years: attractiveness of jobs for young people, ensuring continuity of skills and knowledge, training, mobility and demographic issues, and the social impacts both internal and external to the electricity sector.

One issue that is brought forward in the study, but that merits much more attention is outsourcing. Outsourcing has had a substantial impact on the sector over the last years. It has brought many changes in the sector and has had an impact on industrial relations for both employers and trade unions. Therefore this issue needs to be investigated further and more complete and detailed data collected.

The social partners have already drawn the attention to this phenomenon in their health and safety statement. They will explore the issue further in future projects; e.g. in the context of the projects on restructuring and demographic change, which both should lead to a toolkit / best practices guide for the electricity industry.



The social partners further agree that the study does not provide sufficient data of the effects of liberalisation on the employment in the electricity intensive industry. Nor does it give any clear information of the social impact of the electricity Directives separately.

EURELECTRIC, EMCEF and EPSU therefore consider it necessary to continue this project and collect the missing information. They also agree that the data should be updated regularly so as to be able to evaluate the ongoing impact of liberalisation on employment and to evaluate the possible impact of new Directives and regulation. The social partners think this quantitative and qualitative data is essential for any sectoral analysis and, as such, for the social dialogue process and activities.

The social partners propose to investigate the possibility for the Dublin foundation to do this additional work (if possible for the gas and electricity industry separately).

The social partners have taken note of the call for tender “Assessing employment and social impacts of selected strategic Commission policies” within the frame work of Progress programme. Given the close link between the objectives of the studies, it is proposed to keep the social dialogue committee of the electricity industry informed of the progress of the study and to exchange all useful information between the studies.

The social partners conclude that the study on the impact on employment provides useful basic data for the work of the social dialogue committee. But information on quite a number of issues is missing. The social partners therefore think a continued effort is absolutely necessary. The results would be also important for the Commission, since it would produce the necessary data for any social impact analysis of existing or future Directives and regulation.

Finally EURELECTRIC, EMCEF and EPSU would like to thank the Commission for having agreed to finance this study and ECOTEC for the work realized.

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