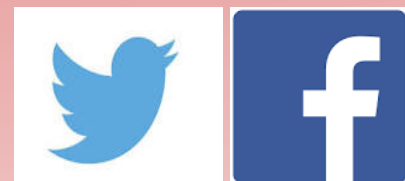


Digitalisation and collective bargaining
Online conference
8-9 December 2020

**Focus on the European Sectoral Social Dialogue Committee
in the Electricity sector**

A SOCIAL PARTNERS' FRAMEWORK OF ACTIONS

**Challenges and opportunities of the digitalisation for the workforce in the
European Electricity Sector**



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European Sectoral Social Dialogue Electricity

- **2000:** Formal recognition with the establishment of the European Social Dialogue Committee in the electricity sector
- **Social partners:**   
The social partners are represented by three logos: industriAll (European Trade Union), eurelectric, and EPSU (European Public Service Union).
- **Autonomy** of Social Partners with the support of the European commission
- **3 meetings per year** - Separate and Plenary sessions (joint + European commission)
- SSDC Electricity covers **a broad range of issues** such as health and safety, vocational education and training, restructuring, diversity and equal opportunities, adaptation to new technologies and corporate social responsibility (CSR), follow-up of EU energy policy and strategy, etc.

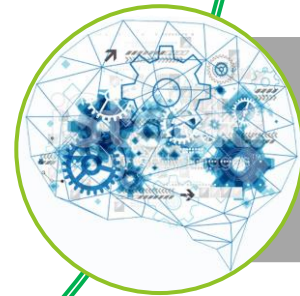
Current situation: challenges faced by the sector



The decarbonisation of the Electricity Sector



Structural and technological change in the sector



Development of new business models in the sector

European Social Partners' Work Programme (since 2017)

- **Adapting the electricity sector:**
 - To promote the concept of “Just Transition in the Electricity sector”
 - To understand and to mitigate any adverse impact of Digitalization in the European electricity sector
- **Ensuring the right qualifications / skills**
 - To provide workers with the right skills for the energy transition: Lifelong learning and VET systems across Europe



EURELECTRIC represents the common interests of the electricity industry at pan-European level. Our current members represent the electricity industry in over 30 European countries. We also have affiliates and associations on several other continents.

www.eurelectric.org



IndustriAll European Trade Union is the voice of industrial workers all over Europe. It represents 6.9 million workers across supply chains in manufacturing, mining and energy sectors on the European level.

www.IndustriAll-europe.eu



EPSU is the European Federation of Public Service Unions. It is the largest federation of the ETUC and comprises 8 million public service workers from over 250 trade unions across Europe. EPSU organises workers in the energy, water and waste sectors, health and social services and local, regional and central government, in all European countries including the EU's Eastern Neighbourhood. It is the recognised regional organisation of Public Services International (PSI).

www.epsu.org

Statement on a Just Energy Transition



- Adopted in 2017
- The European Social Partners in the electricity sector recognise the need for rapid and coherent action to decarbonise the economy in order to tackle climate change and its negative impacts on environment, society and workers.
- The joint declaration emphasises the need to focus on quality job creation, reskilling/upskilling, involvement of social partners/local communities and specific European financial instruments to ensure a just and clean transition in the electricity sector.

The electricity sector and future challenges - Ensuring the right qualifications and good working conditions for young workers/trainees

- Objectives of the project:
 - Ensure continued competitiveness by avoiding the emergence of skills gaps -> building the skills needed for the energy transition
 - Identifying skills needs and best practises and how to overcome gaps in different Member States
 - Ensure the continued attractiveness of the sector by a forward-looking skills policy and by supporting the good integration of young people into the labour market
 - Strengthening the role of Social Dialogue and European and national level

Project's outcomes

- **European Social Partners Road Map (2018):** the Roadmap is one of the main outcomes of a two year joint project on the transition of the electricity sector and needed skills. We defined six priorities to be addressed by the European Social Dialogue Committee in the Electricity Sector in the coming six years:
 - Strengthening the role of social partners in the interaction with vocational education and training (VET) systems and skills providers;
 - Maintaining and updating sectoral intelligence on skills needs in order to periodically revise strategies and actions;
 - Negotiating a Quality Framework for apprenticeships;
 - Defining and implementing a systematic strategy to improve the attractiveness of the sector;
 - Ensuring mobility and transferability of skills in the electricity sector;
 - Anticipating skills needed in the context of the decarbonisation and digitalisation of the electricity sector.
- **Follow-up project (still on-going):** « Strengthening the rôle of national social partners and VET providers to build skills intelligence in the electricity sector »



Adopted in April 2020 (to be implemented by 2022)

- In these times of public health crisis, digital technologies enable the electricity sector to keep the lights on, adapting traditional models from generation to smart infrastructure in our constantly transforming industry.
- Today, as the majority of people around Europe are having to social distance and telework, digital skills and infrastructure are proving to be more indispensable than ever.
- However, digitalisation presents both challenges and opportunities for workers in the electricity sector. In this respect, social dialogue is crucial as trade unions and employers shape the process of digitalising the electricity industry in a way that would equally benefit companies, workers and customers.
- The European Social Partners in the Electricity Sector have committed to implementing a unique Framework of Actions by 2022 to spearhead this agenda. They share the view that digitalisation is a challenging opportunity to boost innovation and promote smart technologies. This process will affect not only communication and connectivity, but also the nature of job profiles and required skills.

A SOCIAL PARTNERS' FRAMEWORK OF ACTIONS

**Challenges and opportunities
of the digitalisation for the workforce
in the European Electricity Sector**

Key Priorities / Actions

The FoA is structured around the following items:

1. Defining work and employment conditions in the digitalised Electricity Sector
2. Key aspects of the impact of digitalisation on the world of work and how to address them
 - a. The overall impact of digitalisation on employment
3. Qualitative impact on employment
 - a. Tackling the skills dimension
 - b. Creating comprehensive life-long working and career development schemes
 - c. Working Conditions
 - d. Opportunities and challenges of increased workers flexibility
 - e. Data protection and the handling of worker-related data
4. Follow up and implementation

The overall impact of digitalisation on employment

- Recommended actions:
 - Exchange of good practices, with a focus on collective agreements, in the framework of the European Social Dialogue Committee Electricity (SSDC) that aim at making the digital transition socially just and responsible.
 - European Social Partners will define guidelines in the case of restructuring due to the introduction of digitalisation

Creating comprehensive life-long learning and career development schemes

- Recommended action:
 - At EU level it will be crucial to work on the implementation of the Social Partner Roadmap on skills and qualifications and continue working on the project recommendations.
 - But also national social partners at sectoral level are addressed in the social partner roadmap and will have to play an important role in creating stronger partnerships between social partners, VET providers, local and regional governments to proactively anticipate changing skills profiles and continuously exchange on updating educational profiles at all levels of social dialogue.

Opportunities and challenges of increased workers flexibility

“The social partners agree on the importance of recognising the right to disconnect and remain committed to safeguarding working time arrangements and well-being at work. The signatories work towards its implementation in accordance with European/national legislation and collective agreements. The European social partners will continue promoting social dialogue at national, sectoral or company level to find progressive solutions ensuring electricity workers’ health, well-being and work-life balance including socially responsible arrangements on remote working and the right to disconnect.”

- Recommended action:
 - There are good examples of collective agreements in some companies, hence an exchange of good practices in the SSDC could facilitate a discussion about some further work on psychosocial risks and the right to disconnect at European, but also at national level, where this has not been initiated.

Data protection and the handling of worker-related data

- Recommended action:
 - There are a number of collective agreements in some companies that offer good examples of tackling the issue of the protection of worker-related data. Social Partners at sectoral and company level should commence discussions to find joint solutions to provide for transparency of data usage and prevent abuse of data and psycho-social risks.
 - European Social Partners will exchange best practices drawn from national examples on the usage of worker related data. Building upon them, the European social partners will join forces to provide national affiliates with indicative guidelines for the use of such data.

The Framework of Actions in a nutshell:

- Providing guidelines for a socially responsible digital transition, in the case of restructuring due to the introduction of enhanced digitalised processes;
- Ensuring that new entrants to the labour market are equipped with the right skills, while experienced employees have access to adequate re-skilling and upskilling through continuous professional development and life-long learning;
- Promoting a comprehensive Quality Framework for Apprenticeships as one of the top priorities, together with the steps to ensure mobile and transferable skills in the electricity sector;
- Launching a follow-up project with focus on building capacity to engage in effective skills partnerships with vocational education and training (VET) providers, while maintaining intelligence on employment trends;
- Helping develop strategies to prevent psycho-social risks at the workplace that could significantly affect workers and organisations, in line with the Working Time Directive, national legislation and collective agreements;
- The importance of recognising the right to disconnect and remain committed to safeguarding working time arrangements and well-being at work;
- Exchanging best national practices on the usage of worker related data, and joining forces to provide national affiliates with indicative guidelines for the use of such data.

Next steps

- Commitment to implement FoA by 2022.
- Reevaluation of workplan due to Covid-19
- Next SSDC Electricity work programme under discussion

Want to know more about the FoA on digitalisation?

<https://www.epsu.org/article/digitalisation-heart-social-partners-commitment-keep-lights>

Any questions?

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