Towards sustainable growth and full employment

EU perspective

Agnieszka Bielska
Directorate-General Employment, Social Affairs, Equal Opportunities, European Commission

« Just Transition Employment Principles in the European Electricity Industry »
Joint Social Partners Conference
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Policy context
achieving sustainable growth and full employment

• Europe 2020 Strategy is heading for « sustainable, smart, inclusive growth »

• How to develop the right policies in the next 10 years and beyond to:
  (1) enable deep decarbonisation
  (2) reduce vulnerability to oil shocks and other energy security concerns
  (3) reap opportunities for competitive advantages

• […] while creating jobs and growth

• Europe 2020 Strategy reflects consensus that the greening of the economy creates new employment opportunities which can only be exploited to the full if environmental, economic, and employment policies are consistent and mutually reinforcing
Employment dimension of green(er) economy
preliminary findings

- **Green employment effects** – all jobs that are **created, substituted, lost or redefined** (in terms of skill sets, work methods, profiles greened, etc.) in the move towards green(er) economy

  **Note:**
  - “green jobs” are not well defined part of the labour market
  - “green skills” are not necessarily distinct
  - the concept/definition of “green” is relative and dynamic

- More likely scenario: **redistribution** of jobs within and across sectors (as compared to changes in absolute employment levels)

- Some sectors are particularly vulnerable: these industries demand special measures (not automatically win-win or cost free)

- Existing knowledge gaps: concentration/distribution of employment effects
Skills side
potential effects from greening of the economy

- Skills/occupations becoming **obsolete** ➔ need for re-skilling [e.g. utility meter reading services]
- Demand for **specific skills/occupations** ➔ supply of rare and specialised skills/occupations [e.g. meteorologists in the wind energy]

- [...] **but primarily:**
  Demand for ‘**green’ add-on** ➔ new skills to be taught as part of changing job profiles within existing professions [e.g. fitting or electrical skills for installation of solar tube or panel technologies]
Europe 2020 policy framework – skills
Key accompanying measure of green policies

• Main concerns as
  • Bottlenecks to mobility and labour market mismatches [e.g. fast rising markets]
  • Structural changes and LM transitions [e.g. biodiversity – fisheries sector employment]
  • “Greening” workplaces [e.g. managerial positions]
  • Support to change in consumption patterns [e.g. Art.14 RES Directive – certification schemes in installation]

• […] could be addressed by skills policies
Future policy toolbox
Europe 2020 & Agenda for New Skills and Jobs

• Mainstreaming ‘green’ in NS&J areas of focus
  • Better functioning of EU labour markets & flexicurity [better access to LLL; ‘green’ ALMPs; reinforce PES capacity]
  • Right skills for right jobs [basic and generic; STEM; training for trainers]
  • Improving the quality of work and working conditions
  • Supporting job creation

• Further developments [follow up to EPSCO on 6 December]
  • Fiscal instruments – shifting tax burden
  • Corporate Social Responsibility – 'green(er)' work organisation
  • EU funds – effectiveness, level and scope
Future policy toolbox
Role of social partners in a policy framework

• Shaping employment friendly ‘green’ policies
  - consultation mechanism of European cross-industry social partners on employment dimension of ‘green policies’

• Management of restructuring
  - Tripartite Social Forum ahead of Spring Council
  - EU framework for restructuring

• Skills matching
  - European Sectoral Councils on jobs and skills – quantitative and qualitative analysis of LM trends
  - autonomous social dialogue at national level – industry and educational bodies (as universities and VET institutions) cooperation with a view to identify arising skills requirements

• Greening of workplaces
  - Corporate Social Responsibility
• Current
  – ‘New Skills and Jobs’ Flagship [Nov 2010]
    http://ec.europa.eu/social/main.jsp?langId=en&catId=958
• Next steps
  – SWD on employment dimension of green(er) economy
    [forthcoming Mar 2011 – tbc]