

ANNEX 1

Information Request

ECOTEC Research and Consulting Ltd have been commissioned by the European Commission (Directorate General responsible for Energy) to carry out a study looking at the effects of liberalisation of the gas and electricity sector on employment.

The aims of this study are to determine the profile of those groups of employees in the sector most likely to be detrimentally affected by restructuring and those groups who are set to gain, as a result of increasing demand for their particular skills. In addition, it seeks to look at measures put in place at the company, regional, national and EU level designed to limit the impact of liberalisation on employment. As a result, we hope to be in a position to make recommendations on the measures which can most appropriately be taken at company, regional, national or Community level to ensure that any negative impact of liberalisation on employment is limited.

1.0 The organisation

1.1 Nature of the organisation (please tick as appropriate)

<i>Employer federation</i>	
<i>Individual employer/company (please state whether gas or electricity or both)</i>	
<i>Trade union</i>	

1.2 Name and address of the organisation, respondent's contact details

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.....
.....

1.3 TO BE COMPLETED BY INDIVIDUAL COMPANIES ONLY

Company status (please tick as appropriate)

<i>Company status</i>	<i>Current</i>	<i>In next 5 years</i>
<i>Public</i>		
<i>Semi-public (please specify)</i>		
<i>Private</i>		

If applicable, please indicate

<i>Year privatisation took place (provide company name prior to privatisation if different)</i>	
<i>Has your company merged with any other company/ies? If yes, give details (company names, year of merger)</i>	

1.4 **TO BE COMPLETED BY INDIVIDUAL COMPANIES ONLY**

Indicate the main business of your organisation, comparing its present situation with 5 years ago, and indicating anticipated future developments, by ticking the appropriate boxes:

<i>TYPE OF ACTIVITY</i>	<i>5 YEARS AGO</i>	<i>NOW</i>
<i>Extraction (indicate oil, gas, coal, nuclear, hydro, renewables)</i>		
<i>Generation</i>		
<i>Transmission</i>		
<i>Distribution</i>		
<i>Supply (i.e. where it is separate from distribution)</i>		
<i>Vertically integrated business</i>		
<i>Other services (please specify)</i>		

2.0 IMPACT OF RESTRUCTURING ON EMPLOYMENT

Indicate the level of job losses, if any, resulting from the liberalisation of the electricity and gas markets

Number of jobs lost overall since 1989	
Geographical location of job losses/ proportion of jobs lost in different geographical locations	
Types of jobs lost (give figures or indicate proportions if detailed data is unavailable)	Managerial White collar Blue collar
Sex of those losing jobs and in which occupational areas	Male Female
Age of those losing jobs (give figures or indicate proportions)	18-24 25-34 35-44 45-54 55-64

2.1 Please state the number of employees in your organisation or sector for the last 10 years (two year intervals). Where detailed figures are available, please provide them. Where no detailed occupational breakdown is available, please provide overall figures for categories highlighted in bold. If no detailed figures are available please state trends in the table below (2.2):

OCCUPATIONAL CLASSIFICATIONS	Total number of employees					
	<i>1988-1989</i>	<i>1990-1991</i>	<i>1992-1993</i>	<i>1994-1995</i>	<i>1996-1997</i>	<i>1998-1999</i>
<i>Executives</i>						
<i>Managers</i>						
<i>White collar - total</i>						
<i>Research and development</i>						
<i>Technical logistics</i>						
<i>Engineering</i>						
<i>Production managers</i>						
<i>Customer services – sales</i>						
<i>Blue collar – total</i>						
<i>Maintenance</i>						
<i>Extraction</i>						
<i>Customer services – maintenance</i>						
<i>Ancillary services</i>						
TOTAL						

2.2 Please indicate trends in employment in the company or sector over the last 10 years (tick as appropriate)

	<i>1989</i>		<i>1991</i>		<i>1993</i>		<i>1995</i>		<i>1997</i>		<i>1999</i>	
	<i>Growth</i>	<i>Decline</i>	<i>Growth</i>	<i>Decline</i>	<i>Growth</i>	<i>Decline</i>	<i>Growth</i>	<i>Decline</i>	<i>Growth</i>	<i>Decline</i>	<i>Growth</i>	<i>Decline</i>
<i>Executives</i>												
<i>Managers</i>												
<i>White Collar</i>												
<i>Blue Collar</i>												
<i>TOTAL</i>												

3.0 Responses to restructuring

This section aims to gather information about how employer organisations/trade unions and companies have responded to the restructuring process.

3.1 Are there any national, sectoral or company level collective agreements/social plans in place dealing with the impact of restructuring? Please tick as appropriate.

<i>National level agreement</i>	
<i>Sectoral level agreement</i>	
<i>Company level agreement</i>	
<i>Other (please specify)</i>	

3.2 How does the agreement address the impact of restructuring in general? Please tick as appropriate.

<i>TYPE OF MEASURE</i>	<i>YES</i>	<i>NO</i>
<i>Voluntary early retirement provisions/Severance package</i>		
<i>Enforced early retirement</i>		
<i>Reduction in working time</i>		
<i>Reduction in employment through redundancies</i>		
<i>Increase in part-time working</i>		
<i>Increase in temporary/fixed-term contracts</i>		
<i>Re-training</i>		
<i>Contracting out/outsourcing of certain functions</i>		
<i>Other measures (please specify)</i>		

3.6 State the partners involved in these measures. Please tick as appropriate.

<i>PARTNERS INVOLVED</i>	<i>YES</i>	<i>NO</i>
<i>Individual employer</i>		
<i>Employer federation</i>		
<i>Workplace employee representatives (e.g. works council)</i>		
<i>Trade union</i>		
<i>Public employment service</i>		
<i>Training provider</i>		
<i>Other government agency (please state which)</i>		
<i>Other partners (please specify)</i>		

3.7 Is any information available about the outcomes of such measures? If quantitative information is available, please provide it in the box marked “yes”.

<i>OUTCOMES</i>	<i>YES</i>	<i>NO</i>
<i>Retention of employees in other parts of the company/sector through re-training</i>		
<i>Re-skilling of workers for employment in other sectors</i>		
<i>Other outcomes (please specify)</i>		

Please send your replies by the 18th January 2000, either by fax or in electronic format to the following address:

Tina Weber
ECOTEC Research and Consulting Ltd
28-34 Albert Street
Birmingham
B4 7UD
United Kingdom

Tel +44 121 616 3658
Fax +44 121 616 3699
email: Tina_Weber@ecotec.co.uk

Dear

Study on the impact of electricity and gas liberalisation on employment

ECOTEC Research and Consulting Ltd have been commissioned by the European Commission (Directorate General responsible for Energy) to carry out a study looking at the effects of liberalisation of the gas and electricity sector on employment.

The aims of this study are to determine the profile of those groups of employees in the sector most likely to be detrimentally affected by restructuring and those groups who are set to gain, as a result of increasing demand for their particular skills. In addition, it seeks to look at measures put in place at the company, regional, national and EU level designed to limit the impact of liberalisation on employment. As a result, we hope to be in a position to make recommendations on the measures which can most appropriately be taken at company, regional, national or Community level to limit any negative impact of liberalisation and/or privatisation on employment.

We would therefore be grateful if you could provide us with information on the following:

- Are there any labour market policy measures specifically targeted at limiting the impact of liberalisation in the electricity and gas markets on employment (e.g. through re-training or redeployment)
- Are there any labour market policy measures which have found widespread application in areas affected by the impact of electricity and gas liberalisation
- Are there any regional support measures targeted at areas affected by liberalisation and restructuring in the gas and electricity sector, which are designed to have a positive impact on employment opportunities

As we are aware that you may not be able to provide answers to the above questions yourself, I would be grateful if you could circulate this information request to any colleagues who may be able to assist with information.

Yours sincerely

The Effects of the Liberalisation of the Electricity and Gas Sectors on Employment

Country case studies

ECOTEC was commissioned by DG Energy and DG Social Affairs to carry out a study of the qualitative impact of the liberalisation of the electricity and gas markets on employment. The steering committee for the study also involves the European social partner organisations for the sectors (the European Public Services Union, the European Mine and Chemical Employees Federation, Eurelectric and Eurogas).

Previous studies (see our report) have already established that the break-up of state monopolies and the widening of competition have had a quantitative effect on employment – in many cases leading to a significant reduction in employment. The aim of our study is not to carry out a further quantification of job losses, but a qualitative assessment of the profile of individuals losing (or gaining) employment. As it is impossible to gather such qualitative information on a comparative scale at European level, case studies are to be carried out in 5 member states to establish the profile of employment change and to chart any measures taken at company, sectoral, regional or national level to alleviate any negative employment effects of liberalisation and restructuring.

The case study countries are:

Germany
Ireland
Italy
Sweden
UK

In each country respondents in the following bodies are to be approached:

3 individual employers - 2 in electricity one in gas (employer representatives and works council representatives if appropriate)
employer organisations for the gas and electricity sector
trade unions representing workers in the gas and electricity sector
regional or national government agencies responsible for energy and labour market policy
gas/electricity regulator

Questions for individual employers:

What has been the timetable for restructuring in this company (e.g. de-nationalisation, mergers, demergers) and to what extent was this influenced by the liberalisation of the market (or the result of other factors – which)

What has been the impact of these developments on employment – timing of job losses/gains. Companies must be able to provide detailed occupational breakdowns of staff losing or gaining jobs. Which sections of the business experienced greatest job losses/gains. These should give any insight into the skill levels held by these members of staff (e.g. were they highly skilled, skilled, unskilled, where the skills specific to the electricity or gas sector or were they transferable). Should also explore age profile/sex of those losing/gaining jobs.

Explore the extent to which there has been outsourcing or certain functions – which functions, were staff laid off, were same staff employed with new contractor, how many staff are employed with new contractor, what are their skill levels – impact on working conditions

To what extent have job reductions been effected through voluntary early retirement – has the level of packages changed in recent years – what age group is affected

Have any measures been taken at company, sectoral, regional, national or European (funded) level to alleviate pressures on jobs or to transfer staff to other parts of the business/re-skill them etc.

How successful have these measures been

Assess main objectives, target groups, budget/timing, bodies in charge of formulation/implementation, expected results, actual results, unanticipated consequences, policy interactions with other measures