



**Networking seminar of the
European Globalisation adjustment Fund
on
" Green jobs and the EGF "**

**Bruxelles
27 November 2019**



Tervetuloa

Siate u ben
vinutu

Bienvenidos

Bienvenue

Vitajte

Добре дошли

Välkommen

Ongi etorriak

Willkommen

Bem-vindo

Merhba

Witajcie

Vítejte

Esiet sveicinati

Welkom

Velkommen

Tere tulemast

Fáilte

Benvinguts

Degemer mat

Üdvözöljük

Sveiki

Bun venit

Croeso

Wëllkomm

Hos geldiniz

Benvenuto

Benvidos

Fáilte

Mišto avilan

Καλώς Ήλθατε

Dobrodošla

Welcome



Introduction and welcome

European Commission

Fabienne Levy
Head of Unit, DG EMPL F2



Keynote presentation:

***Employment and social impacts
of climate change policies***

Endre Gyorgy, EC DG EMPL



Environmental sustainability: mitigating social impacts of climate action



Endre Gyorgy, DG EMPL A.4

EGF Networking Seminar
27 November 2019

#ESDE2019

Social Europe

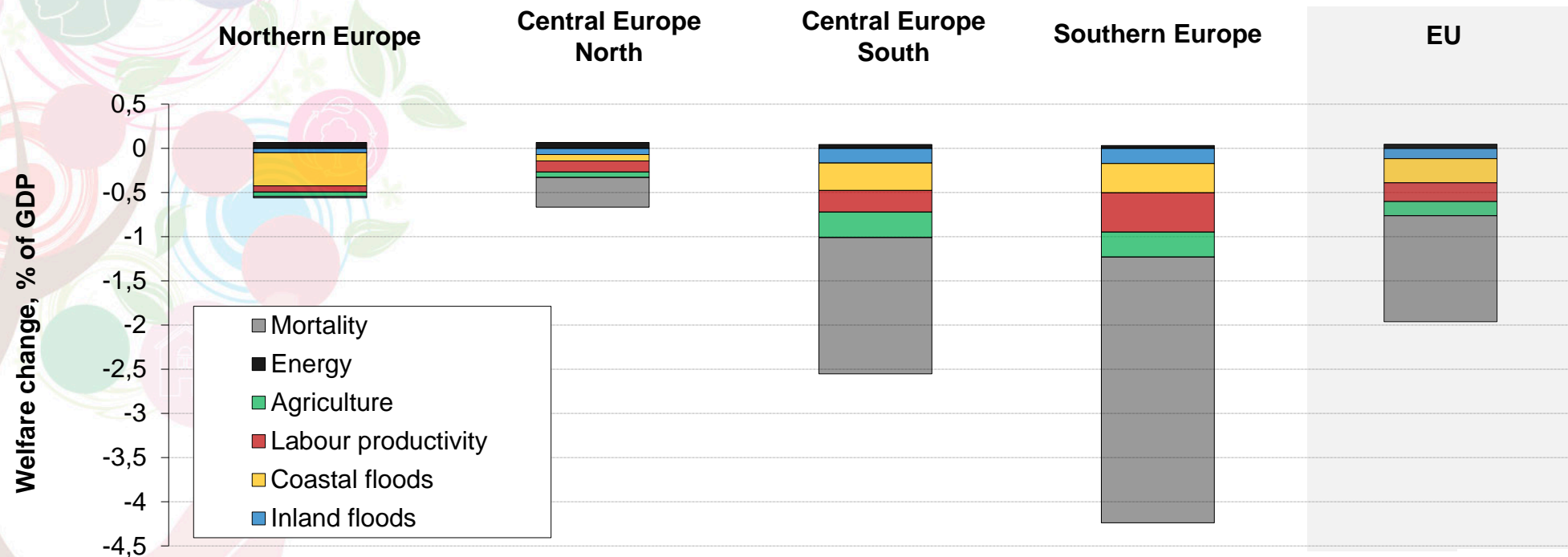
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Socio-economic costs of climate inaction in the EU

(long-term impact on GDP, high (>3°C) warming scenario)

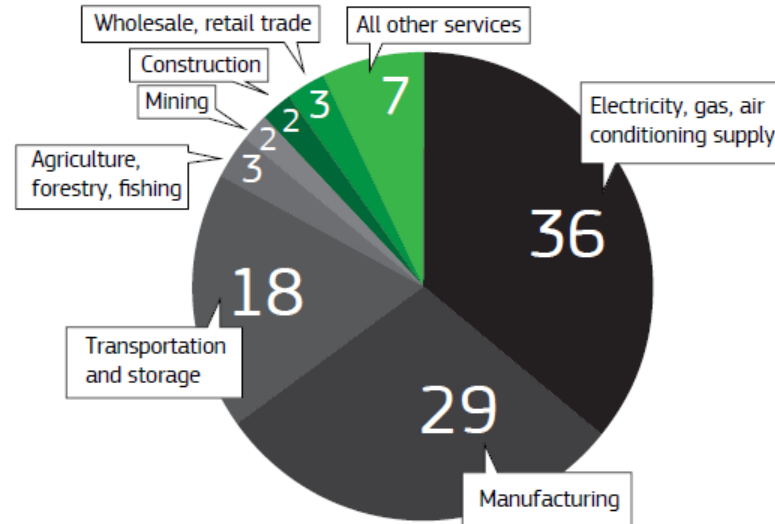


Source: In % of GDP; PESETA III studies, JRC (2018)

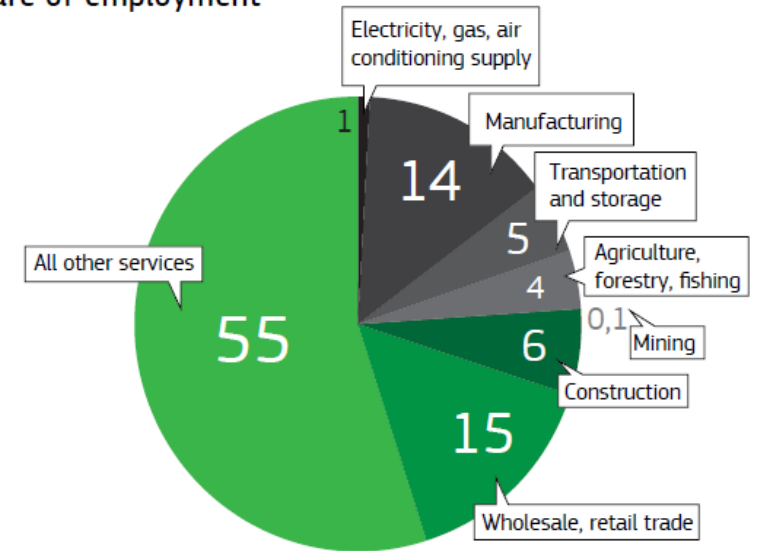


More than 75% of jobs are in sectors that emit less and grow faster

Share of emissions



Share of employment



Higher CO2 emission sector Lower CO2 emission sector

Source: Eurostat and calculations by Bowen and Hancké (forthcoming).
Employment and emissions in % of total



Climate action creates jobs, with labour reallocation and concentrated job losses...

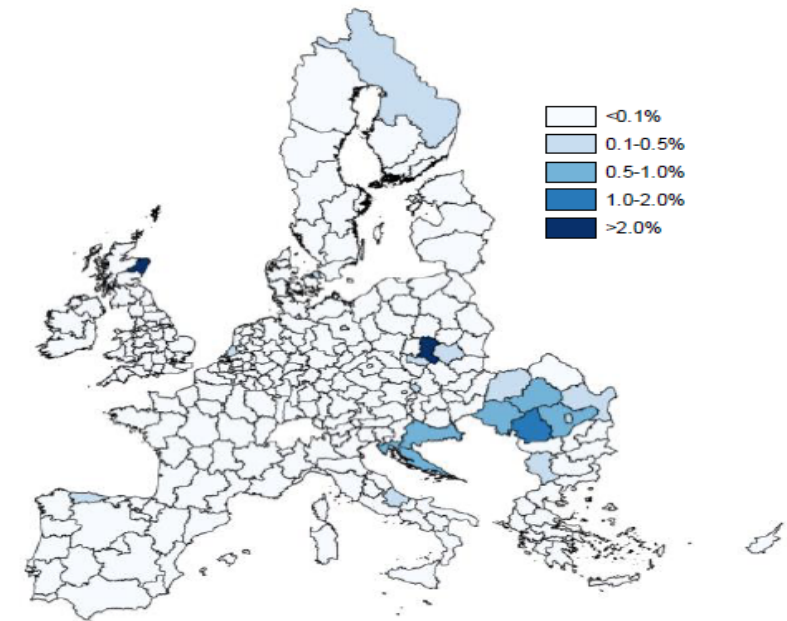
Employment implications in the EU at sectoral level, 2030

Deviation from the baseline in % and thousands of employees

Sector	percent	thousands
Agriculture	0,5	40
Mining	-16,6	-93
Manufacturing	0,7	209
Utilities	-2,4	-72
Construction	1,1	160
Distribution, retail, hotels, catering	0,6	305
Transport, communications	0,5	64
Business services	0,7	473
Non-business services	0,3	142
Total	0,5	1228

Source: Eurofound (2019)

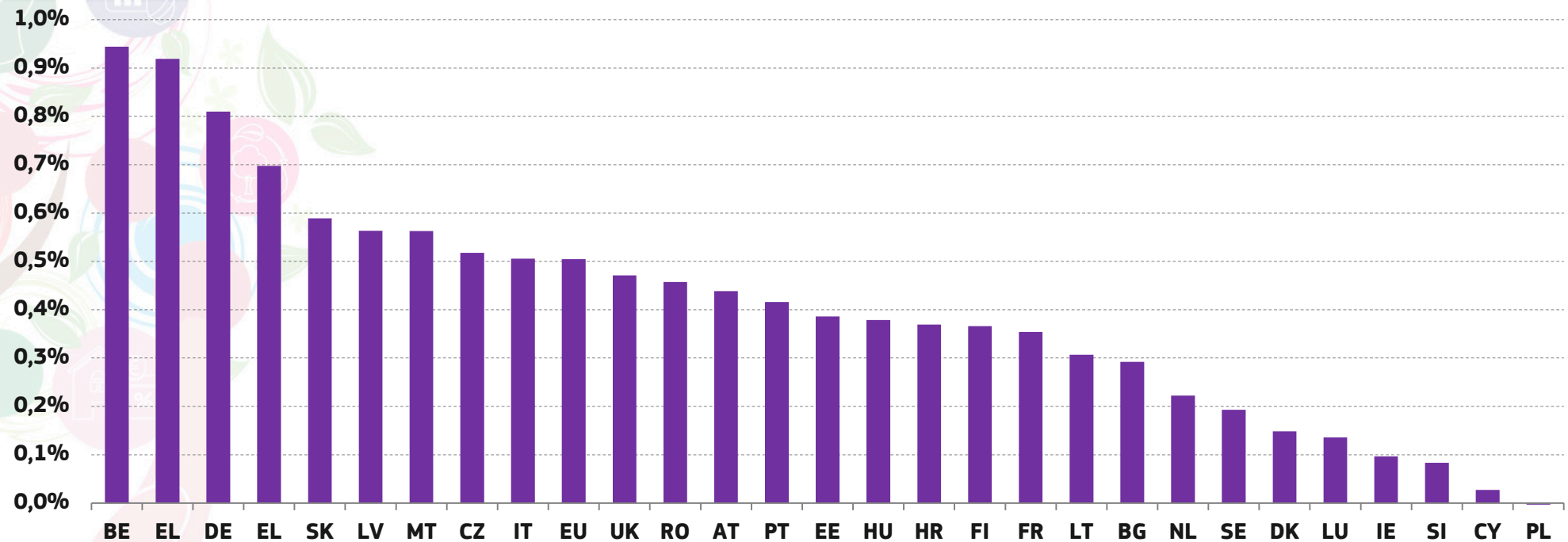
Share of employment
fossil fuel extraction and mining



Source: European Commission (2018)



... but varies across countries ...

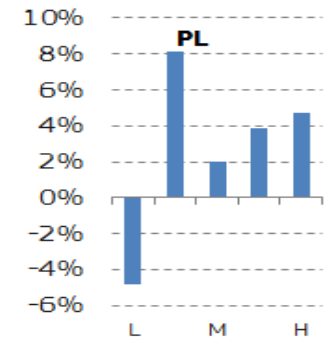
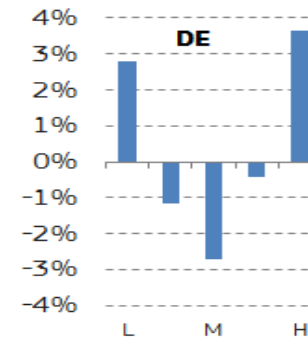
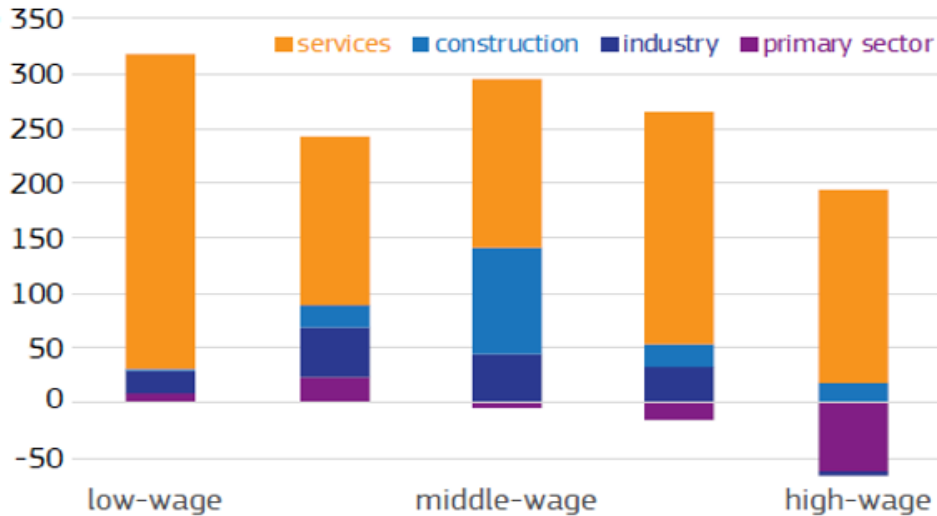


Source: Eurofound (2019); Note: Employment growth by 2030 compared to baseline, in % of total employment

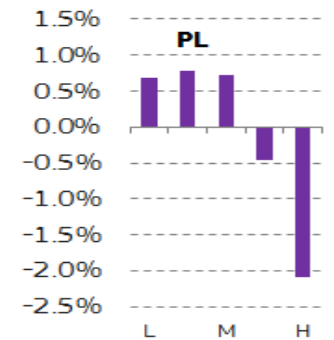
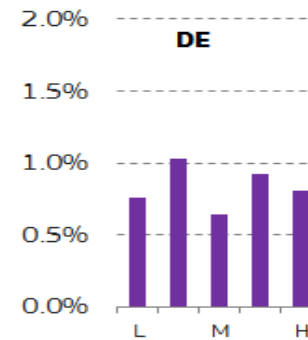


...while mitigating job polarisation and supporting inclusive job growth

Employment gains from climate action by skill-wage profile and sector, 2030



FOME Baseline

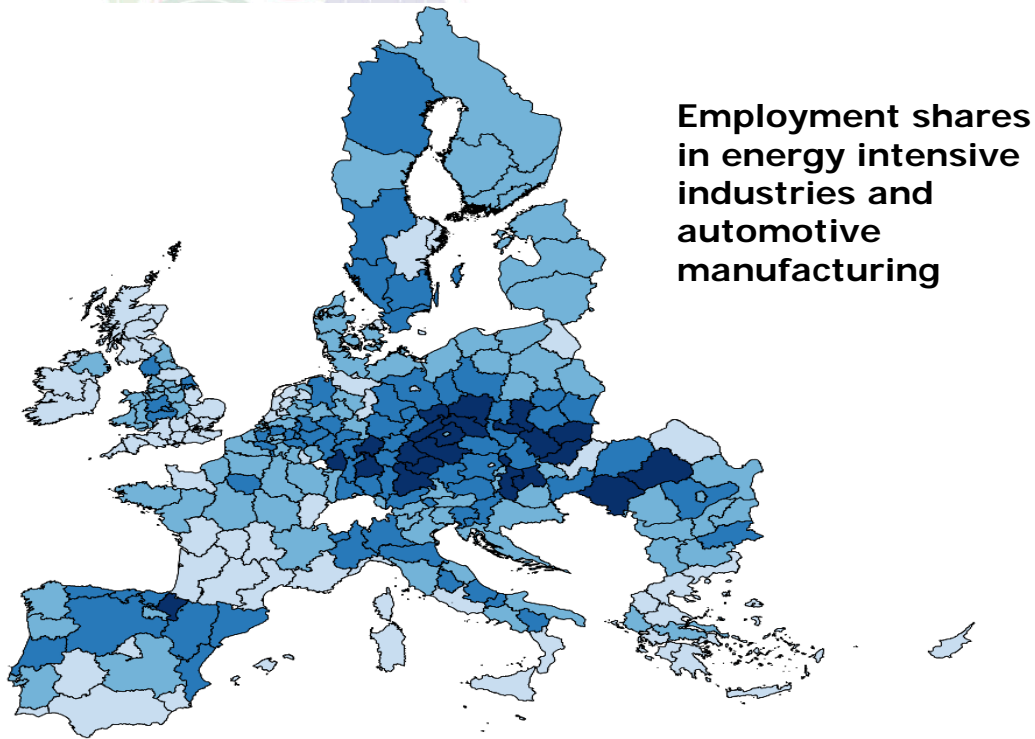


FOME Energy scenario

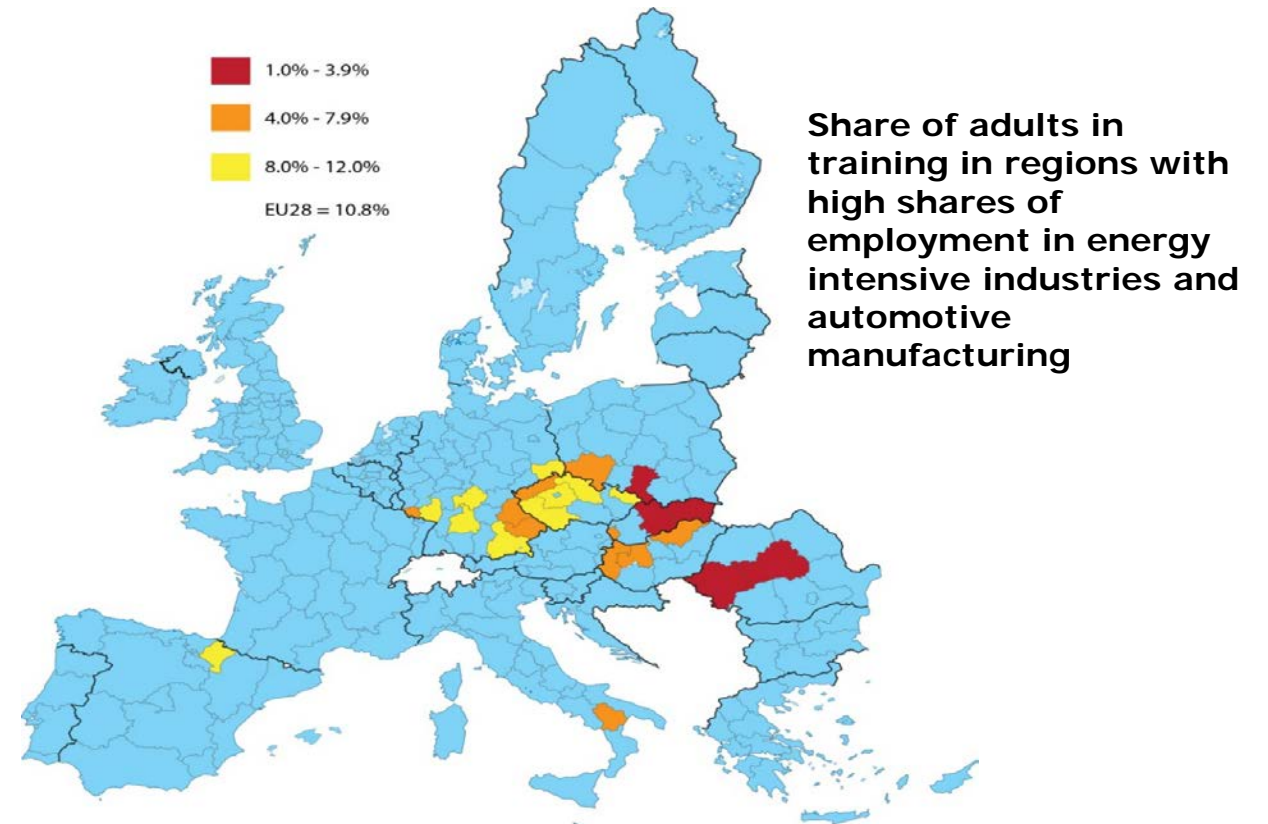


European
Commission

Transition challenges vary across regions



Source: European Commission (2018)



Source: ESDE 2019

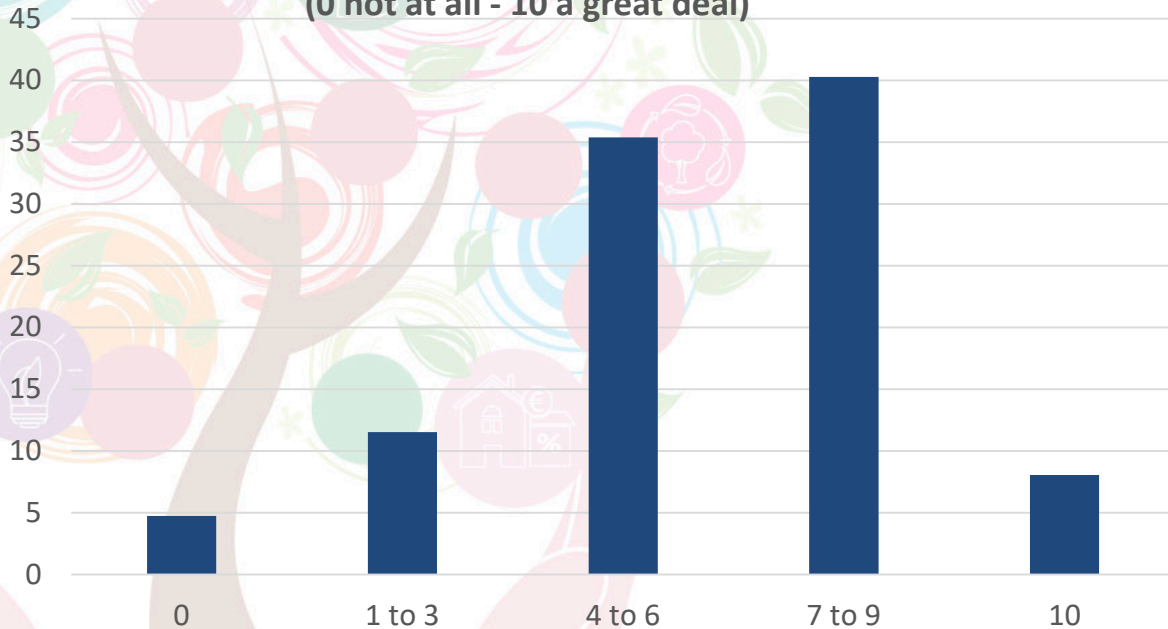
Social Dialogue supports sustainability and fair transition

- Facilitate the transition to a more sustainable economy by developing a common understanding of challenges and ways of addressing them.
- EU cross-industry social partners joint statement: “Tapping the potential from greening the economy for jobs creation”, 2017
- Numerous examples of joint positions at sectoral level, especially most affected (extractive industries, electricity, urban public transport)
- National level initiatives: e.g. Kohlekompromiss
- Measurable progress towards embracing the ecological challenges has been slow -new momentum?



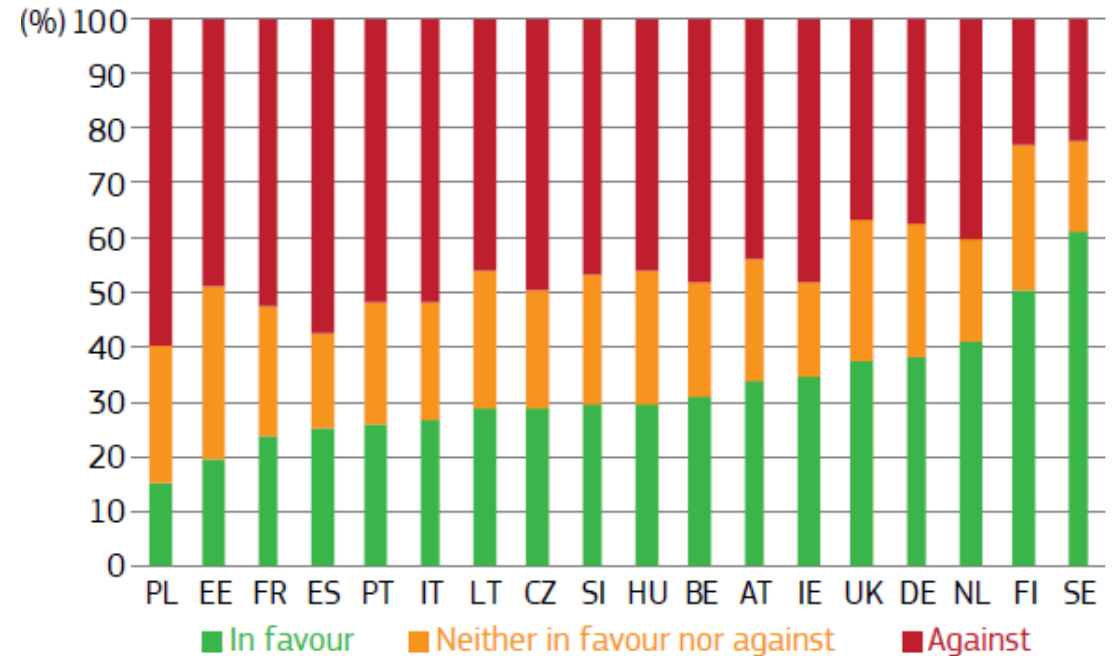
EU citizens broadly support climate action and express concerns about the social dimension

Personal responsibility to tackle climate change
(0 not at all - 10 a great deal)



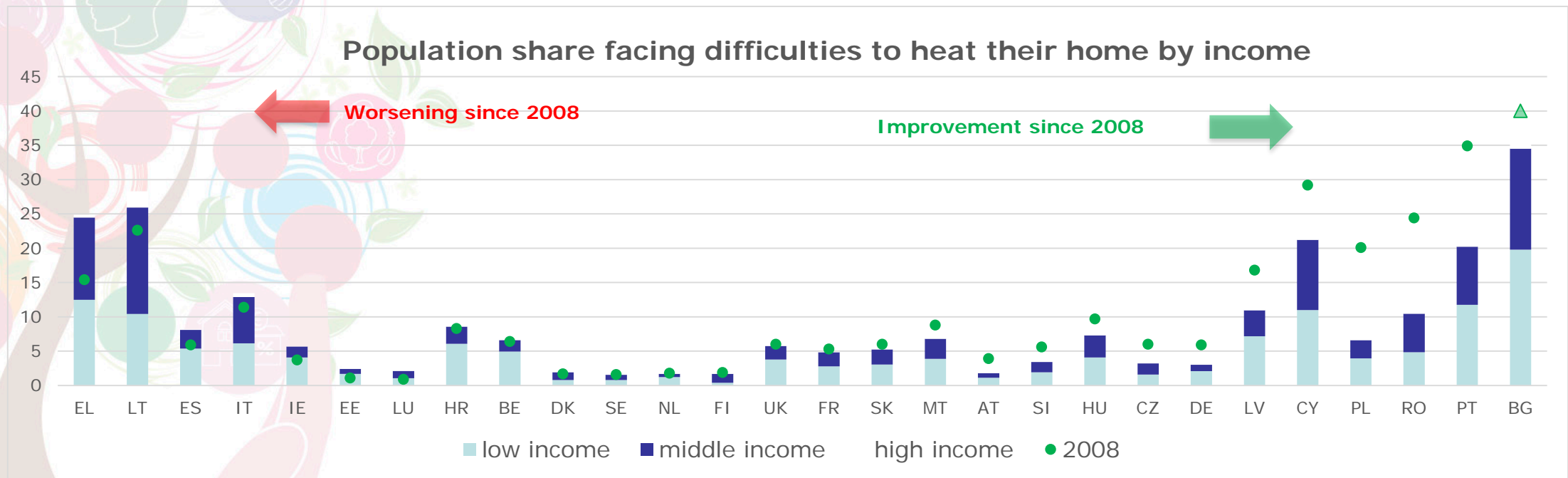
Source: European Social Survey 2016

Taxes on fossil fuels to reduce climate change





Significant proportions of those unable to keep their home warm are middle income households



Source: EU-SILC 2017; Note: BG 2008 not to scale

Enabling framework for just transition

- European Pillar of Social Rights
- European Structural and Investment Funds, notably European Social Fund
- European Globalisation Adjustment Fund
- ETS Modernisation Fund
- InvestEU and Horizon Europe programmes
- economic policy coordination in European Semester and Energy Union governance (NECPs)
- Coal and Carbon-Intensive Regions in Transition
- social dialogue and involvement of stakeholders

+ **European Green Deal, Just Transition Fund**

just transition for all, tailored support, leaving nobody behind



Discussion



#ESDE2019

Social Europe

In cooperation with the



European Economic and Social Committee



Keynote presentation:

Skills for green jobs - insights from six EU Member States

Stelina Chatzichristou, EC CEDEFOP



CEDEFOP

European Centre for the Development
of Vocational Training



Skills for green jobs: insights from six EU Member States

**Networking Seminar of the
European Globalisation adjustment Fund (EGF)**

Stelina Chatzichristou
Expert, Cedefop
November 27th, 2019, Brussels



CEDEFOP

European Centre for the Development
of Vocational Training



Cedefop

Helping develop the right policies to provide the right skills

- decentralised EU agency
- supports development of European vocational education and training (VET) policies and contributes to their implementation
- <http://www.cedefop.europa.eu/>





Identifying skill needs and trends

- Exploring trends, policy challenges and suitable responses:
 - [Cedefop skill forecast on demand and supply](#)
 - [Skills Panorama](#)
 - [Digitalisation and the future of the work](#)
 - [Assisting EU countries in skill mismatch](#)
 - [Skills Online Vacancy Analysis Tool for Europe](#)
 - [European Skills and Jobs Survey](#)
 - [European Company Survey](#)
 - **Methodological guide on anticipating skill needs using automated techniques and skills / technology foresight** (forthcoming)



Cedefop's work on *Skills for green jobs*

- 2010 *Skills for green jobs* report: Cedefop and the ILO
 - Cedefop reported on: Denmark, Germany, Estonia, Spain, France, UK
 - policy context
 - role of stakeholders and VET
 - good practices on meeting the challenges posed by new 'green jobs' and the 'greening' of existing occupations
- 2017 update to follow up on national developments since 2010
- [Updated country reports](#) and [European synthesis report](#) in 2018



2018 European synthesis report: objectives

- major changes in green jobs and employment since 2010
- regulations/ policies supporting green skills and employment & skill anticipation mechanisms
- institutional set-up and social partners' role
- VET and higher education provision on green skills
- active labour market policies (ALMPs) and retraining measures
- role of the private sector



Key findings: no common definitions

- no common approach to or no definition of green skills and jobs
 - definitions continue to evolve
 - difficult to compare patterns and trends
- categorisation and counting methods vary
- efforts to collect 'green economy' data: existing employment databases; sectoral quantitative and qualitative information

Denmark

Covering goods and services produced to protect the environment or save resources (e.g. renewable resources, handling waste)

Germany

31 'environmental occupations' directly contributing to resource conservation, sustainable use of nature, recycling etc.

France (Onemev)

9 green occupations
70 greening occupations

UK-Scotland

New and emerging green occupations;
green enhanced skills occupations;
green increased demand occupations

Key findings: trends in green economy and employment

Two key impact factors:

- **general economic cycle/government policy trends**
 - green economy parallels general economic development
 - government policy targets, e.g. carbon reduction, legislation to protect the environment
- availability of **government incentives and subsidies**
 - austerity measures led to some cut back of incentives => negative effect on green jobs

Structure of 'green' employment:

- different categories among countries
- **waste management** and **renewable resources** evolved to significant shares of green economy/employment



Key findings: regulations and institutional set-up (1)

- Regulations, policies and strategies with an explicit focus on green skills and employment are **rare**
- **weak connection** between environmental and skills policies/skills anticipation
- green skills dealt as part of existing structures/processes, rather than through permanent, dedicated organisations
- a range of broader green strategies, plans, legislations
 - policies to protect the environment, encourage biodiversity, improve energy efficiency, and reduce reliance on fossil fuels
 - **ad hoc**, by **sectoral organisations** strongly affected by greening of employment
- gaps in policies and regulations: **gender issues** and **monitoring and evaluation**



Key findings: regulations and institutional set-up (2)

- France: *Grenelle de l' environnement*/environment round table (1st in 2007)
 - Multi-level governance process, 5 partners: government, local authorities, trade unions, business sectors , volunteer organisations
- ⇒ 2nd national strategy for sustainable development (2009-12)
- ⇒ 2010 plan to mobilise territories and sectors
- ⇒ New strategy foreseen a climate conference: 21st UN Conference of the Parties, Paris 2015 (COP 21)



Key findings: social partners' role

- Generally involved in policy design
- scale and nature of involvement according to overall approach to social partner engagement
 - Denmark: social partners interwoven in decision-making on VET and skills
 - => Social partners' involvement in green skills is automatic
- consultative bodies and platforms
 - France regional observatories for employment and training
 - broader topics such as sustainable development (e.g. EE); a national platform *Education for sustainable development (Nationale Plattform 'Bildung für nachhaltige Entwicklung')* in DE

Key findings: skills anticipation mechanisms

- Permanent mechanisms on green skills/jobs are rare
 - French National Observatory for Jobs and Occupations of the Green Economy (Onemev)
- part of overall skills anticipation mechanisms
- sector-based anticipation activities across countries
- regional level:
 - OREFs (FR): regularly publish studies on green jobs and skill needs => regional strategies
 - National Observatory of Occupations (ES): annual analysis of occupations by regional experts
- 'green' data are not regularly produced, but covered in specialised studies (DE)

Key findings: social partners in skills anticipation

- active in overall activities: e.g. OSKA (EE); Fundae (ES) with 87 sectoral joint committees

Green occupation	Skill gaps identified
Forest and environment agents	Prevention of forest fires; topography; use of compass; driving of vehicles.
Prevention of labour and environment risks agents	Law, new chemical substances, nanotechnology
Waste classification workers	Differentiation of types of waste and treatment for each type of waste. In the future training on new regulations, new materials and new waste management systems may be needed.
Environmental and forest technicians	Cost and process analysis of forest exploitation, forest certification (PEFC and FSC), forestry-related legislation, management and planning methodologies
Electricity technicians	Renewable energy; energy efficiency; electric and hybrid vehicles; LED lighting



Key findings: VET and HE provision for green skills

VET

- In all 6 MS: updates of qualifications and training programmes since 2010
- driven by standard update processes, not focused exercises or organised by legislation or strategy
- few green occupations per se; mainly **new green skills within existing occupations**
 - ⇒ training updates: adding green components to existing qualifications/programmes
- Adaptations at local and regional levels: e.g. Energy Academy at Samsø (DK), Liverpool City Region Local Enterprise Partnership (UK)

HE

- bachelor's & master's degrees offered; high autonomy in setting programmes



Key findings: Active Labour Market Policies

- Not focused specifically on green skills development/green employment
⇒ Measurement of participation in retraining on green skills is challenging

German Power Saving- Check programme (2009):

long-term unemployed to instruct low-income households on power-saving opportunities.
2016: >900 previously unemployed participated; 40% of previous participants had joined the labour market

- *Pôle Emploi* (public employment service in FR)
 - monitors and reports on developments regarding green occupations and skills
 - matches jobs and jobseekers at regional/sectoral level
 - routes people to individual training or small internships in companies

Key findings: sectoral/private/non-governmental actors

Sectoral and not-for profit organisations

- UK sector skills council for energy and utilities
- *Emplea verde*/green employment programme (ES): 1 900 green skills courses to 60 000 employed in 24 000 organisations (2007-2015)

Private companies

- Subsidies and incentives targeted at green skills are *few*
 - many withdrawn by governments due to the financial crisis
- participation in working groups on changing skill needs (ES)
- directly financing training; or paying training contribution
- environmental training programme in collaboration with HE (company Acciona with University of Alcalá – ES)
- sector bodies and (large) private companies in partnership arrangements



Key conclusions and possible way ahead

- lack of common **definitions** hinders comparison, shared learning
- strengthen **coordination/coherence** between policy fields (employment, education, sectoral, environmental etc.)
 - necessary for **comprehensive national approach**
- need for more **systematic skills anticipation**
 - existing categorisations of sectors and occupations in established datasets not facilitating identification of green jobs
- systematic **monitoring and evaluation** of green skills policies/activities
 - policy effectiveness
 - **gender balance** in green occupations/ affected by greening of economy

Thank you for your attention



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Keynote presentation:

The European Globalisation Adjustment Fund's contribution to the green economy

María Jesús Gimeno Navarro, La Rioja
Government, Spain

The European Globalisation Adjustment Fund contribution to the green economy

María Jesús Gimeno Navarro
Head of Vocational Training Offer team
Regional Ministry of Education and Culture



**Gobierno
de La Rioja**
Educación y Cultura



The *European Globalisation Adjustment Fund* (EGF) contribution to the ‘green economy’

The Commission proposal for a new EGF regulation for the post-2020 period includes the following references:

Article 3 (point 1): *“The specific objective of the EGF is to offer assistance in case of unexpected major restructuring events, particularly those caused by globalisation-related challenges, such as changes in world trade patterns, trade disputes, financial or economic crises, the **transition to low-carbon economy** or as a consequence of **digitisation or automation**. Particular emphasis shall lie on measures that help the **most disadvantaged groups**.”*

Recital 37: *“Reflecting the importance of tackling climate change in line with the Union's commitments to implement the Paris Agreement and the United Nations Sustainable Development Goals, this Programme will contribute to mainstream climate action in the Union's policies and to the achievement of an overall target of **25%** of the EU budget expenditures supporting climate objectives. Relevant actions will be identified during the fund's preparation and implementation, and reassessed in the context of its evaluation.”*

The *European Globalisation Adjustment Fund* (EGF) contribution to the 'green economy'

How could we materialise those aforementioned general principles?

Focusing the budget expenditure in the improvement of skills related to the named 'Green jobs'.

Seems easy, yet there are a lot of questions around this concept and it might be interesting to think about.

The *European Globalisation Adjustment Fund* (EGF) contribution to the 'green economy'

1



What does 'Green jobs-Green economy' mean?

2



Could 'Green jobs' be a way to reintegrate dismissed people in the labour market?

3



Are 'Green jobs' better than others (decent and safe)?

4



What can the EGF do to promote this kind of jobs?

① What does 'Green Jobs - Green Economy' mean?

Green jobs¹: decent jobs that are involved in the production of environmental goods and services (e.g. renewable energy), directly related to the provision of such goods and services (e.g. natural resource conservation) or that contribute to reducing the environmental footprint of an enterprise's production process. They can enhance the transition to a green economy.

Transition to a green economy²: is the process through which an economy becomes a green economy, that is, an economy that results in improved human well-being and social equity, while significantly reducing environmental risks and ecological scarcities. Economies reduce their reliance on GHG emissions (low carbon) and become resource efficient by this transition.

1. Green jobs: 19 th International Conference of Labour Statisticians in 2013, organized by the International Labour Office (ILO)

2. Transition to a green economy: in the "World Employment Social Outlook 2018, Greening with jobs", published by the ILO

① What does 'Green Jobs - Green Economy' mean?

'Green jobs' are easily identifiable, because their sector is related to:

Renewable energy	Saving energy	Organic agriculture & livestock	Consulting, engineering & environmental audit	Control & prevention of pollution
				
Eco-design	Rehabilitation of buildings	Management, treatment, reuse, recycling, repair of waste	Forestry	Handling of waste water
				

However, there are others, related to **eco-design innovation-oriented and new ways of manufacturing more efficient** that are not so evident like the former group.

① What does 'Green Jobs - Green Economy' mean?

The study '*Skills for European synthesis report 2018 update green jobs*'³ published by the *European Centre for the Development of Vocational Training* gives **different definitions** according to the participant countries (Denmark, Germany, Spain, Estonia, France and the UK).

In conclusion, it is **not possible** to achieve a close list of 'Green jobs' nor 'Green skills' because there are **different points of view** and a **variety of definitions**.

① What does 'Green Jobs - Green Economy' mean?

Among the relevant actions to contribute to mainstream climate action in the Union's policies, it can be considered 'Green jobs' or 'Green skills', the activities, jobs or skills related to:

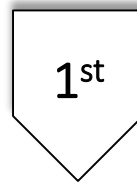
- Production of environmental goods and services
- Reduction of waste
- Energetic efficiency
- Contribution to reducing the environmental footprint of an enterprise's production process



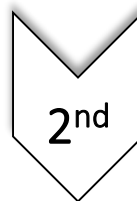
These activities, jobs or skills have to improve human well-being and social equity to be considered 'greens'.

① What does 'Green Jobs - Green Economy' mean?

How to know if a job or skill is or not green in the scope of the EGF?



Looking up the list of the country, **if available**.



If not, or the list doesn't include the job or skill to be assessed, we can check if it responds to the **points detailed previously**.

2

Could be 'Green Jobs' a way to reintegrate dismissed people in the labour market?

The **construction sector**⁴ will benefit from greater investment in energy efficiency, as well as in the building of renewable energy plants. In general, **industrial sectors** related to the supply of renewable and energy efficiency are expected to grow.

High-energy consumption sectors and those with **high carbon emissions** could see their future profits blurred as new and higher taxes are approved.

Traditional jobs will have to modify their performances to adapt to this new scenario. For example, food producers or vehicle manufacturers, will continue to require basically the same skills, but adapted to this transition that requires new techniques and processes.

4. "Future of manufacturing. Energy scenario: Employment implications of the Paris Climate Agreement"

2

Could be 'Green Jobs' a way to reintegrate dismissed people in the labour market?

Yes, at least, partially: whenever they are oriented towards the jobs that are going to have greater growth.

Although, especially, it will be necessary that these employees acquire the new green skills that will allow them to adapt to the new transition economy.

It can be found some interesting examples about how some traditional sectors can lead to a green activity:

Table 1. Green activities in traditional sectors: an example from Spain.

Traditional sector	Green activity
Auxiliar automotive industry	Components for wind turbines
Electronic components and electricians	Components for wind turbines
Civil public Works	Construction of thermoelectric generators
Chemical and electronic industries	Photovoltaics
Agriculture	Biomass activities
Shipyards	Offshore wind farms
Plumbers	Solar thermal energy

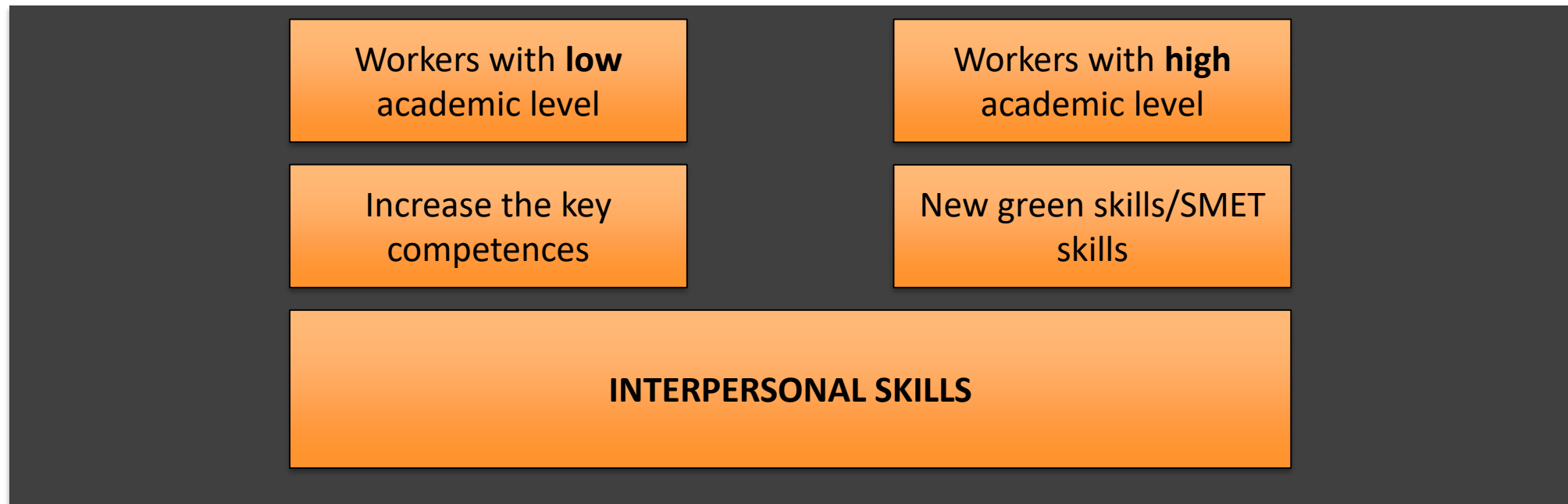
Source: Cedefop (2018d), "Skills for green jobs in Spain: an update".

2

Could be 'Green Jobs' a way to reintegrate dismissed people in the labour market?

Which are the gaps that dismissed people have to overcome to have a green job or a greener job?

In general, green jobs, as the publication *'Do green jobs differ from non-green jobs in terms of skills and human capital?'* (University of Sussex, 2015-2016) reveals, require **less routine skills and higher standards** than those required for non-green jobs. In addition, these jobs use more intensively interpersonal skills.



3 Are 'Green Jobs' better than others (decent and safe)?

In general, if the jobs request more competences, it can be an assurance against the abuse at work.

Besides, it would be necessary that the different agendas and programs converge (for example, the Decent Work Agenda and the Paris Agreement); as well, the different institutions should have to participate in a coordinated way to achieve the goals of sustainability and safe and decent work.

④ What can the EGF do to promote this kind of jobs?

To promote more specifically the energy transition, the EGF could introduce, among its actions, an approach aimed towards sustainability. Without forgetting what best characterizes its programs: to be a **package of coordinated and personalised services**, designed to facilitate the reintegration into employment or self-employment of the targeted beneficiaries and, in particular: disadvantaged, older and young unemployed people.

Each of the measures traditionally used by the EGF can have a specific activity that contributes to the final objective, so it can contribute to **smart, inclusive and sustainable economic growth**.

④ What can the EGF do to promote this kind of jobs?

Intensive personalised job search assistance and case management.

A variety of vocational training, higher education programmes, language training, upskilling and retraining measures.

Guide the job search towards those sectors with better prospects for sustainable growth, for which it is advisable to take into account the studies carried out (CEDEFOP, ILO, OECD) and the links with the institutions and local socio-economic agents that collaborate in the search for these jobs.

- Develop key competences, especially in cases where dismissed workers do not have them, will clearly contribute to improving their opportunities to find a job or to continue training in higher-level skills, regardless of whether the jobs are green or require some green skills.
- Provide green skills that add value to traditional jobs or greening jobs.
- Facilitate means grants or other aids to the workers to acquire new qualifications, especially for green jobs.
- Promote and facilitate the validation of competences, by doing recognisable the green skills.
- In the cases which the dismissed workers have a high educational level, it would be interesting to specialize them in high green skills in collaboration with Universities or learning centres and other stakeholders well linked with the green economy sector.
- In all cases, it is important that the workers have good information and awareness about the sustainability, and what are the consequences of using the resources intensively. This awareness could be acquired through a practical workshop and close to the local environment.

④ What can the EGF do to promote this kind of jobs?

Various temporary financial incentives/allowances for the duration of the active labour market measures.

Some mentoring during the initial phase in the new job.

- For example, workers in internships at companies linked to the green economy may be granted in a compatible way with unemployment benefits, so that workers have additional incentives to work in green jobs.
- These incentives are necessary as a mean to promote that workers invest time and personal effort in improving their qualifications. If the rest of the measures have an orientation towards the green economy or green jobs, these support measures will facilitate their achievement.
- Mobility grants can stimulate the completion of studies or the certification of skills when it is necessary to move to another location.


This activity can reinforce the interest of companies in hiring workers in green jobs and can be an indirect incentive, since it allows solving problems or improving processes that add value to their products or services. Especially if the mentoring is carried out by universities or companies of recognized prestige in environmental assessment.

④ What can the EGF do to promote this kind of jobs?


Other types of activities, such as entrepreneurship promotion/business creation, and one-off employment/hiring incentives.

- To finance more intensively the creation of green companies or that use processes or techniques that respect the environment.
- To finance more intensively the hiring of workers by green companies or that use processes or techniques that respect the environment.
- Financing Universities or other institutions that create qualifications related to the green competences demanded by the labour market, so that workers can have free access to this training.


In a transversal way, it is important to remember that:




It is necessary to know the local labour market before establishing the corresponding measures and to be able to guide them towards a green economy that provides jobs.



It is necessary to study in detail the characteristics and skills of the dismissed workers, to be efficient in the use of funds and direct them to the acquisition of skills required for employment, focusing on the green economy and digitisation.



The gender perspective must be taken into account in all actions, so that the orientation towards green jobs does not pose an additional barrier for women in their incorporation into the new green economy.



It is key to make a special effort so that those disadvantaged workers, acquire the skills to return to work, with new skills that allow them to get out of the spiral of unemployment and jobs with low wages.

Thank you very much
for your attention.

And thanks to the EGF team and every member of the Unit F2 for the warm welcome and the opportunity given of working together.

SOURCES

- <https://www.ilo.org/global/statistics-and-databases/meetings-and-events/international-conference-of-labour-statisticians/19/lang--en/index.htm>
- [https://www.ilo.org/weso-greening/documents/WESO Greening EN web2.pdf](https://www.ilo.org/weso-greening/documents/WESO_Greening_EN_web2.pdf)
- https://www.cedefop.europa.eu/files/3078_en.pdf
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- <http://www.oecd.org/greengrowth/greening-jobs-skills/greeningjobsandskills.htm>
- <http://www.cedefop.europa.eu/en/publications-and-resources/data-visualisations/skills-forecast>

15:20 – 15:50





WORKSHOP

Green jobs and the EGF



Questions

1. What would be/are the **greatest challenges** (in your country) **for** systematising the **inclusion of green skills** in skills anticipation exercises?
2. What type of **support** would facilitate (in your country) the taking up of policy initiatives **to boost training provision on green skills?** (at any level/type of education or training more relevant to your country)
3. What have been the most important **developments** in your country (in the recent past) **in regulations/policies** that have promoted green skills and/or employment?
4. Which were the **success factors for** initiation or **implementation** of these regulations/policies?



Conclusions of the workshop



Summary & Conclusions

by the Commission



19:00– 21:00

Dinner at the Hilton's restaurant