



Green jobs and the Europe 2020 Strategy

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Outline

- EMCO and Europe 2020
- EMCO and green jobs
- The debate on green jobs and our approach
- Policy recommendations
- Success factors for green job projects





What is EMCO ?

- Guardian of the **European Employment Strategy** since 1998 (Art. 148 TFEU), embedded in the Europe 2020 Strategy and the European Semester
- Prepares the EPSCO Council
- General guidance within the Strategy
- Country-Specific **Recommendations** (CSRs)



Europe 2020

- Summit October 2010
- Strategy for **smart, sustainable** and **inclusive** growth
- Guidelines
- European targets :
 - Employment rate 75 % (20-64)
 - 3% investment in R&D
 - -20% greenhouse gas / 20% renewable energy / 20% increase in energy efficiency
 - <10% early school leavers / 40% completed higher education (30-34)
 - 20 million fewer people in poverty
- National targets



The 2010 EMCO Working Group

- EMCO was asked to issue an opinion and set up a Working Group to prepare Council Conclusions on the basis of a **report**
- We set up a Working Group had members from 10 Member States (mostly from labour ministries) and the EC
- We received input from CEDEFOP, OECD and Eurostat
- Final report approved by EMCO on 10 November 2010
- Main parts : policy **recommendations** and an **indicator** framework
- Council conclusions on 6 December 2010 (under the Belgian Presidency)
- Commission response in the 2012 **Employment Package**
- Result of that : 2013 overview of **good practices** by the EEO

The Green Jobs debate



- **Hot topic** in EU and elsewhere
- Is this the **next Industrial Revolution** (agricultural -> industrial -> service-based -> green) ?
 - How predictable ?
 - What drivers (price shock, new technologies, consumer habits, policy changes, adaptation...) ?
- Will this entail a **mass job creation** ?
 - Probably not, but a net positive impact if carbon tax revenues are used and if labour market problems are tackled
 - Big impact on the mix of jobs : gains, losses and changes
 - High impact on skills, initially high-skilled will benefit
- What is a **green job** ?
 - Complicated discussion on definitions
 - Does it really matter ? Much less for policies than for measurement.



Labour market issues

- **Net/gross impacts** will differ
- Different **policies** will lead to different outcomes
- Risks of carbon leakage
- **Productivity** and income
- Short term / long term : the issue of **sequencing** revisited
- Job **quality** :
 - Health and safety
 - Gender
 - Job sustainability
- Is the “green” label a way to package labour market reforms we need anyway ?

Pragmatic definitions

EMCO :

- A **policy-based** approach : the focus is on appropriate employment policy strategies to cope with environmental issues.
- However, for monitoring and analysis a narrower focus will often be necessary, and is also justified because of the strategic role of the “green sector” and “green skills” :
 - The green sector should act as a fore-runner for a broader greening
 - It will cause spill-overs
 - Its size and characteristics are indicative of the labour market development and the policy choices made
- In practice : Eurostat EGSS

Commission :

- The green jobs concept is covering all jobs that **depend** on the environment or are created, substituted or redefined (in terms of skills sets, work methods, profiles greened, etc.) in the **transition process** towards a greener economy.
- In practice : Eurostat EGSS

Policy recommendations

- Green job creation
- Reactive labour markets
- Skills
- Greener workplaces
- Joint responsibility





Seize green job opportunities

- Europe should be **proactive**
- Set clear and **stable rules** and policies
- Give preference to employment-friendly and efficient instruments
- **Shift taxation** from labour to environment
- Provide opportunities – no preselection by picking winners
- Encourage **enterprise creation** with specific attention to (credit flow to) SMEs
- Use EU financial instruments for **green investments**



Reactive labour markets

- This restructuring is more “foreseeable” than others
- Greening underlines the need for **flexicurity**
- Encourage **mobility**
- Effective ALMPs
- Secure **transitions**
- PES as transition agents
- **Distribution effects** must be taken into account
- Keep an eye on **productivity** and quality



Skills play a key role

- General **upskilling**
- Right balance between **generic skills** and specific skills
- The education system should provide a good basis for further skills development
- Invest in **STEM** (and attract them)
- Set up an adequate life-long learning system
- Ensure **transferability of skills** through standardized skills certification schemes
- Skills **anticipation**
- Mainstream green skills



CEDEFOP/ILO critical factors

- Skills shortages :
 - Underestimated growth in some sectors
 - General lack of STEM skills
 - Overall skills formation failures
 - Bad reputation of some sectors
 - Anticipation is difficult and often *ad hoc*
- Lessons learned :
 - New jobs are blends of existing skills
 - Importance of generic skills
 - Upskilling is crucial
 - Industries are key drivers, linking with local/regional level works



CEDEFOP

European Centre for the Development
of Vocational Training

Green workplaces and commuting



- Encourage walking, cycling, **public transport** and carpooling
- Encourage **tele-work** and videoconferences
- Encourage greener production methods and work practices
- **Public administration** and public enterprises can lead by example



Joint responsibility

- Involve different institutions, regional and local authorities
- Involve **social partners** on all levels
- Involve individual companies through corporate social responsibility related initiatives
- Make full use of the **European Employment Strategy** instruments, such as the Mutual Learning Programme and the CSRs



Success factors (EEO report)

- Access to EU **funding**
- **Integrated policy approach** to environmental and economic/employment issues
- Taking a **long-term view**: identifying training needs and implementing training activities to meet the needs of 'green' employers
- **Co-operation** with and between various actors
- Focusing on **specific sectors** for development





Specific factors for skills

- Establishing the **long-run objectives**, potential and outcomes of addressing environmental challenges
- Establishing a **national strategy** for green jobs training
- Having **flexibility** at the local or regional government level to provide training which reflects local green skills needs
- Establishing dedicated **national training centres** for green skills
- Setting up national **observatories** for green jobs to identify skills needs and anticipate future skills needs
- Having successful, highly **responsive** training and educational institutions ready to take on new training and educational projects in the area of the green economy



Famous quote

“It’s not easy
being green”





More information

- EMCO Report :
<http://ec.europa.eu/social/BlobServlet?docId=6438&langId=en>
- Council Conclusions :
http://www.consilium.europa.eu/uedocs/cms_data/docs/pressdata/en/lisa/118223.pdf
- Employment Package and Staff Working Document :
<http://ec.europa.eu/social/BlobServlet?docId=7619&langId=en>
<http://ec.europa.eu/social/BlobServlet?docId=7621&langId=en>
- Employment Observatory Review : http://www.eu-employment-observatory.net/resources/reviews/DGEMPL_EEO_Review_Green_Jobs_v3%2001.pdf

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