



European Social Dialogue in the Electricity Sector: State of Play

Charlotte RENAUD
Policy Officer - EURELECTRIC

*« Electricity Network in Europe » - 1st workgroup seminar
Budapest, 21-22 February 2011*

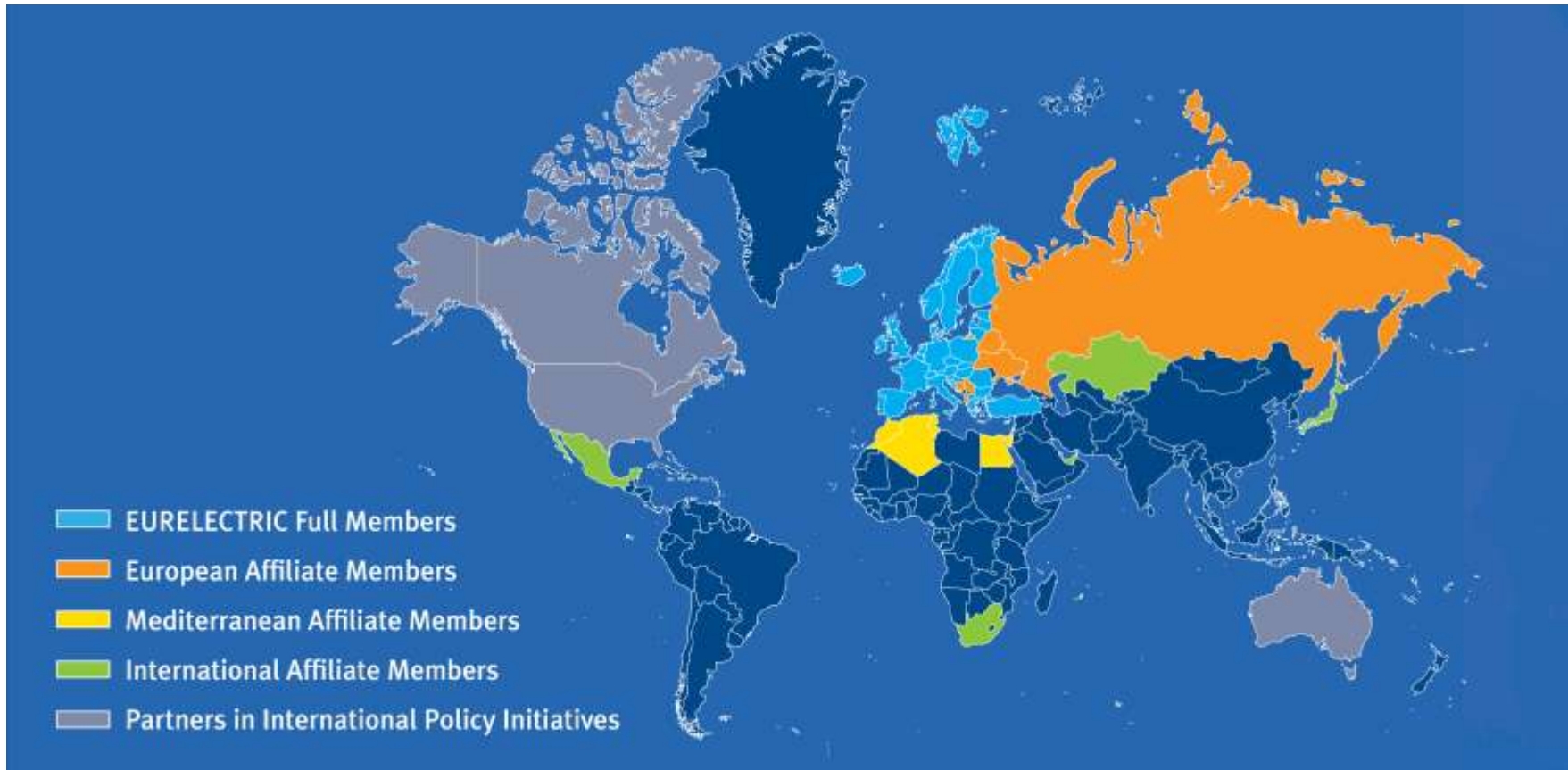
Overview

- **EURELECTRIC in Brief**
- **EURELECTRIC & the European Social Dialogue in the Electricity Sector**
- **EURELECTRIC views on the “new” European Work Council Directive**



EURELECTRIC in Brief

EURELECTRIC – a pan-European and Internationally Oriented Association



EURELECTRIC covers the whole electricity value chain

**ENERGY POLICY
& GENERATION**



MARKETS

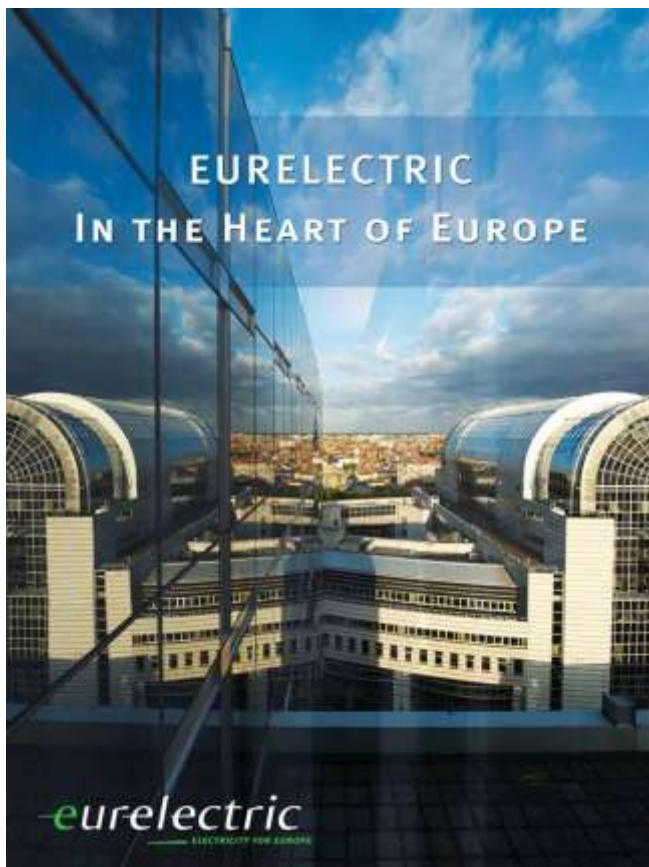


**ENVIRONMENT
& SUSTAINABLE
DEVELOPMENT**



**NETWORKS
& DISTRIBUTION**





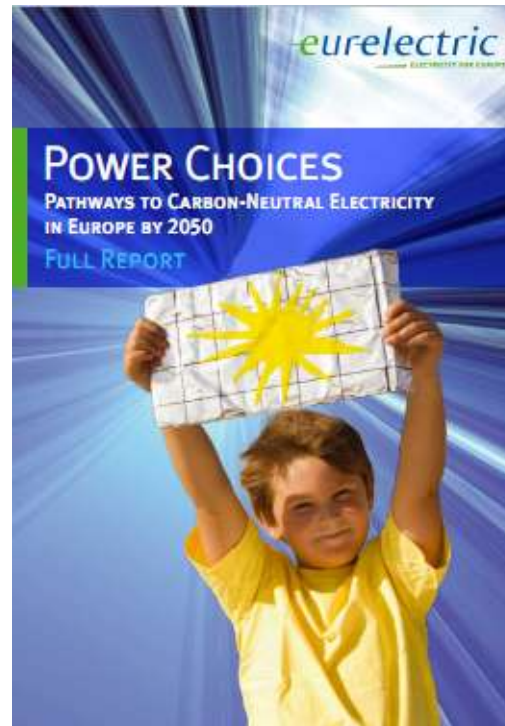
The Voice of the European Electricity Industry:

- Competitive and well-functioning European market
- Carbon-neutral and secure electricity supply
- Electricity as the solution

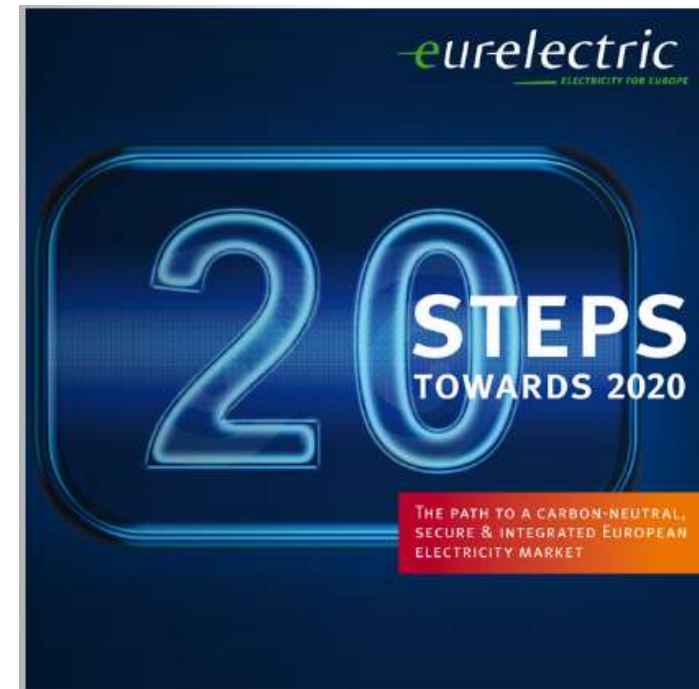
Towards carbon-neutrality



EURELECTRIC CEO Declaration
18 March 2009



EURELECTRIC
Power Choices Study



EURELECTRIC
20 Steps towards 2020



EURELECTRIC & the European Sectoral Social Dialogue



Electricity: A sector in evolution

Electricity-related legislation:

(non-exhaustive list)

- **Nuclear Safety** (1958 →)
- **Internal Market** (1996 →)
- **Promotion of Renewable Energy** (2001 →)
- **Reduction of Carbon Emissions** (2003 →)
- **Energy Efficiency** (2004 →)
- **Security of Supply** (2005 →)
- **Transport** (2009 →)



Social Dialogue & Management of Change in the Electricity Sector (1)

Since 2000, EURELECTRIC, EPSU and EMCEF have undertaken a wide range of joint activities to anticipate changes in the electricity electricity sector :

- **2010** Joint Study on Just Transition
- **2009** Joint Position on the social aspects of Corporate Social Responsibility
- **2008** Toolkit + Best Practices Guide on Restructuring & Toolkit on the management of Demographic Change
- **2007** Joint Declaration on employment effects of the opening of gas & electricity markets
- **2005/2006** Report + Toolkit + Best Practices Guide on Equal Opportunities & Diversity
- **2004** Joint Report on the Future Skills Needs
- **2002** Joint Report on Lifelong learning
- **2000** Joint Declaration on Social Implications of the Internal Electricity Market



Social Dialogue & Management of Change in the Electricity Sector (2)

Some of the lessons learnt so far:

- **Importance of promoting mutual understanding in anticipation of changes in the electricity sector**
- **European social dialogue as the occasion to share best practices and identify areas of common interest**

EURELECTRIC Work Programme 2011 in Social Affairs

- **In the SSD:**
 - Follow-up past projects – Joint Programme of actions based on our previous joint recommendations on Just Transition Policies to be implemented by Social Partners' respective affiliates at national and company levels.
 - Participate actively to consultations of social partners on EC impact assessments (Energy Roadmap 2050) – Early involvement is key !
 - Launch a new joint project financed by DG EMPL.
- **Internally:**
 - Participate in the CEEP project “Public Services Employers Forum”
 - Follow developments at EU level having social implications for the electricity sector and address the social dimension of energy and organise appropriate follow-up.



EURELECTRIC views on the “new” European Work Council Directive



EURELECTRIC views on the “new” EWC directive (1/2)

- **EURELECTRIC believes that information and consultation of employees in companies is a core subject for the social dialogue at all levels of business.**
- **EURELECTRIC thus favored the recast of the EWC directive and was actively involved: TF created to follow issue & elaborate lobbying strategy at that time.**
- **BUT flexibility, subsidiarity are key principles!**



EURELECTRIC views on the “new” EWC directive (2/2)

- **Joint advice agreed by Social Partners in on August 29th 2008 were very much in line with EURELECTRIC views:**
 - **Harmonise and reinforce the definition of “Information” and “Consultation” (art 2 (f) et (g));**
 - **Recognition of the role of European social partners and possibility to play a role in the special negotiating body (art 5.4.3);**
 - **Clarification of the competences of the EWC members when collectively representing the interests of employees in order to avoid any ambiguity (art 10.1) and on training of members (art 10.4);**
 - **Against the requirement to start the processes of information and consultation in parallel in EWC’s and national bodies (art 12.3):**
 - **Creation of a window of opportunity for a two-year period for companies to negotiate voluntary agreement (art 13).**

Thanks for your attention !

For further information:

Charlotte Renaud

crenaud@eurelectric.org

www.eurelectric.org

Tel: +32 2 515 10 55