

European Federation of Public Services Unions



Electricity Network in Europe

Reinforcement of the structure of EWCs
in the electric energy sector

Social Dialogue in the Electricity Sector

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European Federation Public Service Unions

- ✓ EPSU represents 8 million workers in 270 TUs in 47 countries across Europe, 60% of whom are women
- ✓ 4 key sectors:



local and regional government (municipalities);



central government and EU administration



health and social services



utilities (electricity, gas, water, waste)

EPSU Horizontal Issues

4 Horizontal issues:



Public Services and the EU



Collective Bargaining



Gender Equality



Global Issues

- ✓ EPSU is the recognised regional organisation of PSI in Europe
- ✓ Same areas of organisation including energy
- ✓ 20 million members
- ✓ > 650 trade unions



Recognised European Social Partner

- Electricity - EURELECTRIC for the employers
- Gas - EUROGAS for the employers
- Electricity: contacts since 1991, informal since 1995, formal since 2000
- Gas: informal since 1998; formal since 2007
- Other sectors: hospitals, local government, central government, education e.g

SOCIAL DIALOGUE & MANAGEMENT OF CHANGE IN THE ELECTRICITY SECTOR (1)

Since 2000, social partners electricity have undertaken a wide range of joint activities to anticipate changes in the electricity electricity sector :

- 2011 Joint position on Energy Road Maps 2050 (just transition)
- 2010 Joint Study on Impact of Climate Change, position on Smart Meters
- 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

SHIFTS IN EMPLOYMENT

*“In terms of number of jobs, studies consider an increase in the workforce of the electricity sector, but with **differences between types of fuels**. Coal and oil fuelled power plants will see their workforce reduce, while gas and renewables will increase. Rhythm of deployment of clean coal technologies like CCS will also influence these evolutions. In the distribution field, evolutions are more difficult to estimate, with the introduction of smart meters destroying jobs (traditional meter reading) and creating new ones (advices for reducing energy consumption for example).”*

JUST TRANSITION

“Just transition can be seen as the transition (or shift) towards a more sustainable and environmentally friendly economy, based on social dialogue between governments, employers and trade unions, in a way that promotes high economic growth and investments in low-carbon technologies while ensuring a smooth social transition through adaptation and mitigation actions as well as through the development of skilling and reskilling programs (or just new skills) and the creation of quality jobs.” (From the study)

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
- Challenges: representativeness, subsidiarity & follow-up, new institutional frameworks (Jobs and Skills Council)

NEW CHALLENGES

Linking different levels

- Information and Consultation - EWCs
- Coordination of Collective Bargaining
 - Information, Common Policies
- Company bargaining - Transnational company agreements
- Sectoral bargaining – European sectoral social dialogue
- Interprofessional bargaining – Intersectoral social dialogue



SOME FIGURES

Last official overview is dated 2008:

147 TCA { **76 EFA**
59 IFA
12 MIXED in 89 MNCs

In 2010, TCAs were more than 200



- www.epsu.org
- www.epsu.org/r/34 (energy)
- www.psiu.org (research)
- EPSUCOB@

