



European Foundation
for the Improvement
of Living and Working
Conditions

The tripartite EU Agency providing knowledge
to assist in the development of better social,
employment and work-related policies

Towards a fair green transition: Implications for employment relations and working conditions

Meeting of the EU Employment Committee
hosted by the EU Presidency of Spain

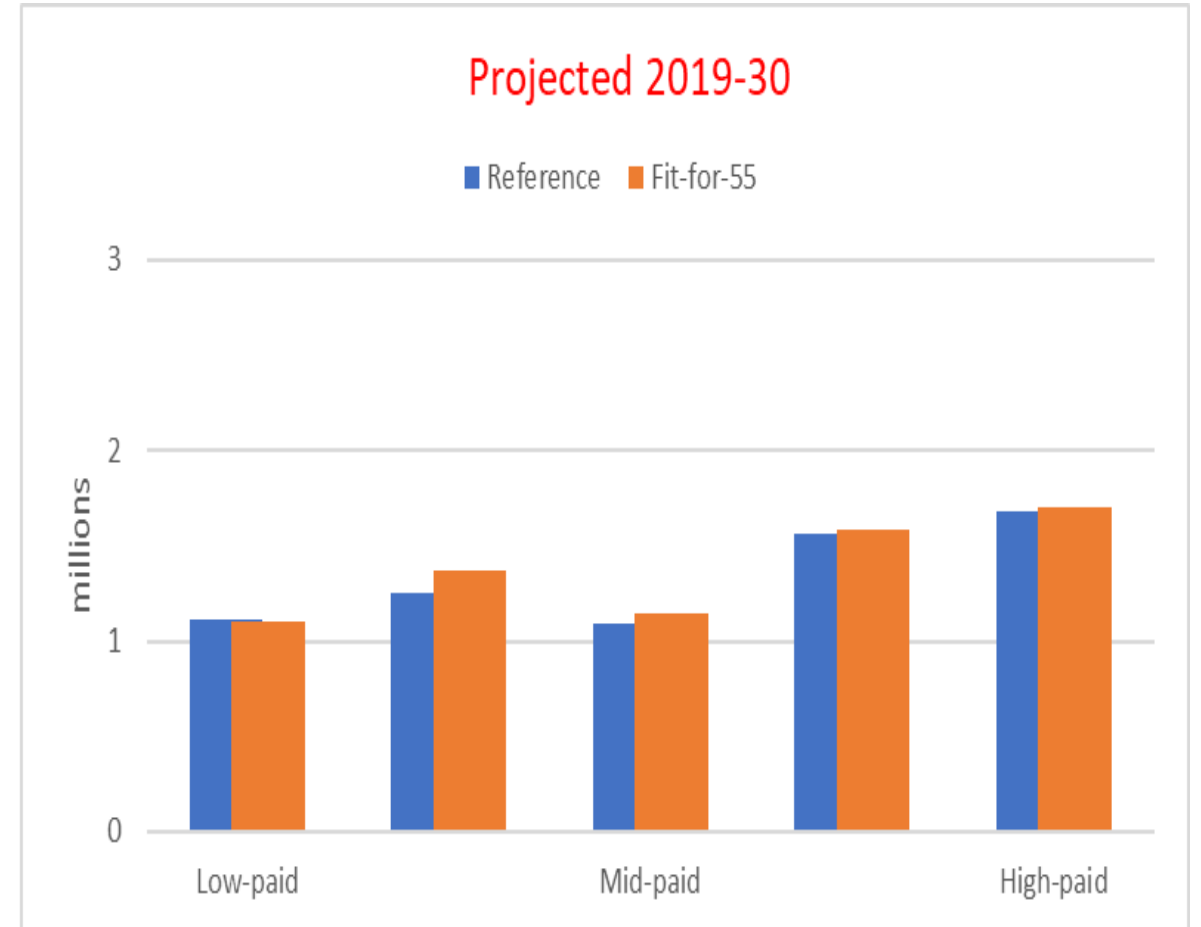
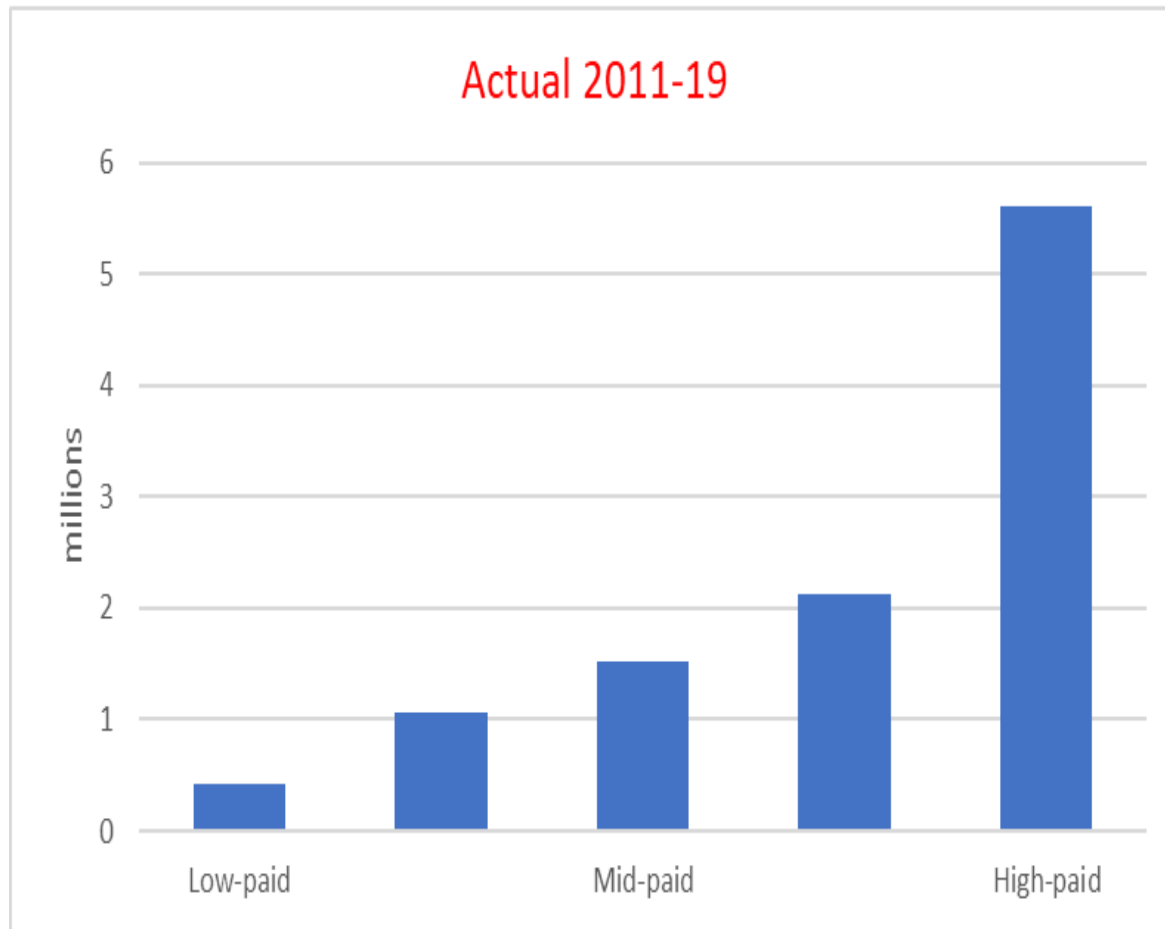
Ricardo Rodriguez Contreras

Madrid, 2-3 October 2023



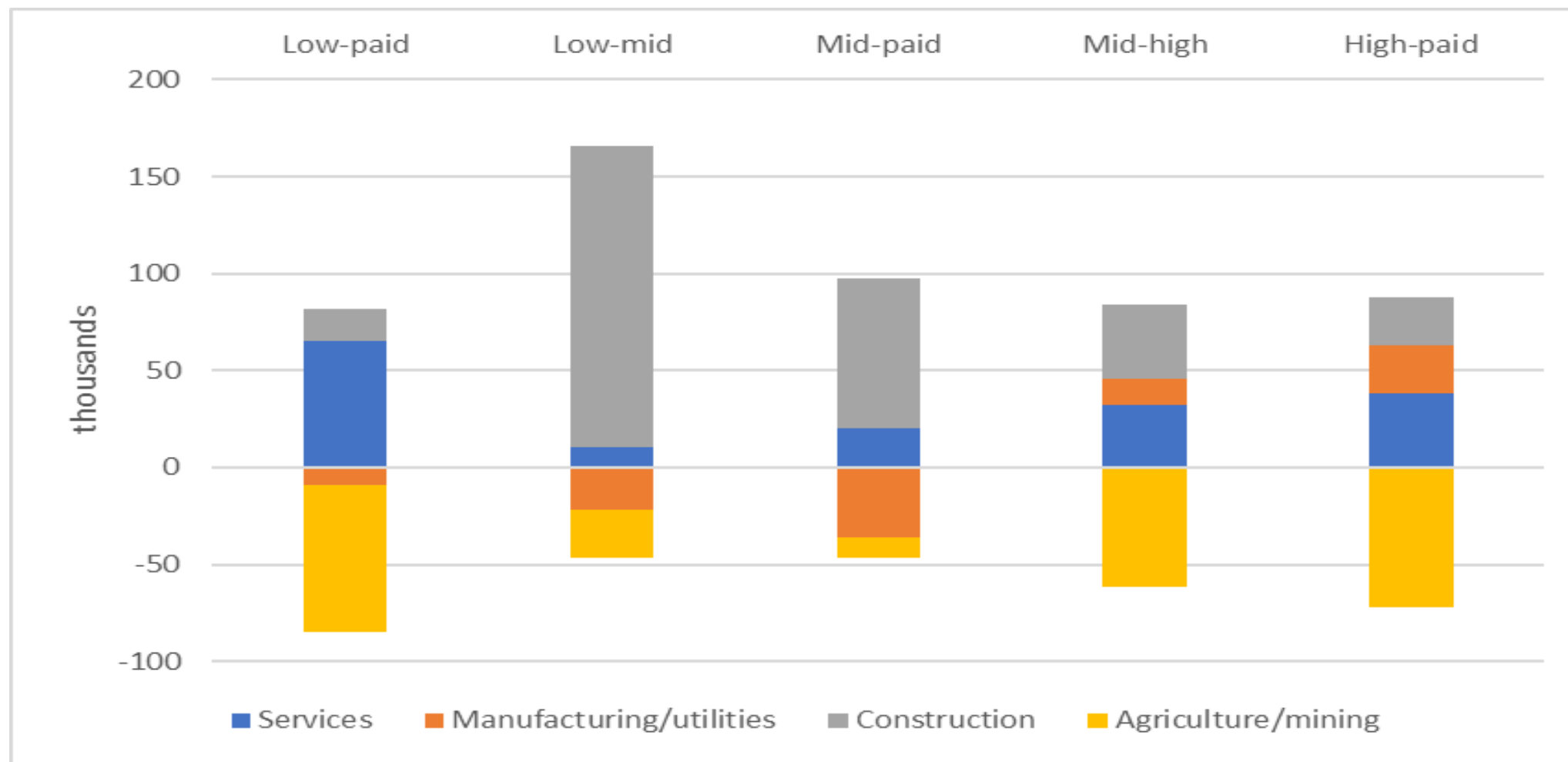
Jobs in the green transition

Employment growth: Actual 2011-2019 and projected 2019-30



Projected employment difference in EU27 by job-wage quintile

Comparing the reference scenario and the Fit-for-55 scenario (2030)



Source: Eurofound, 2023 forthcoming based on Fragkiadakis et al, 2022



*Working conditions and job quality
in the green transition*

Green occupations according to O*NET

*New and
Emerging*

*Created to meet
the new needs of
the green economy*

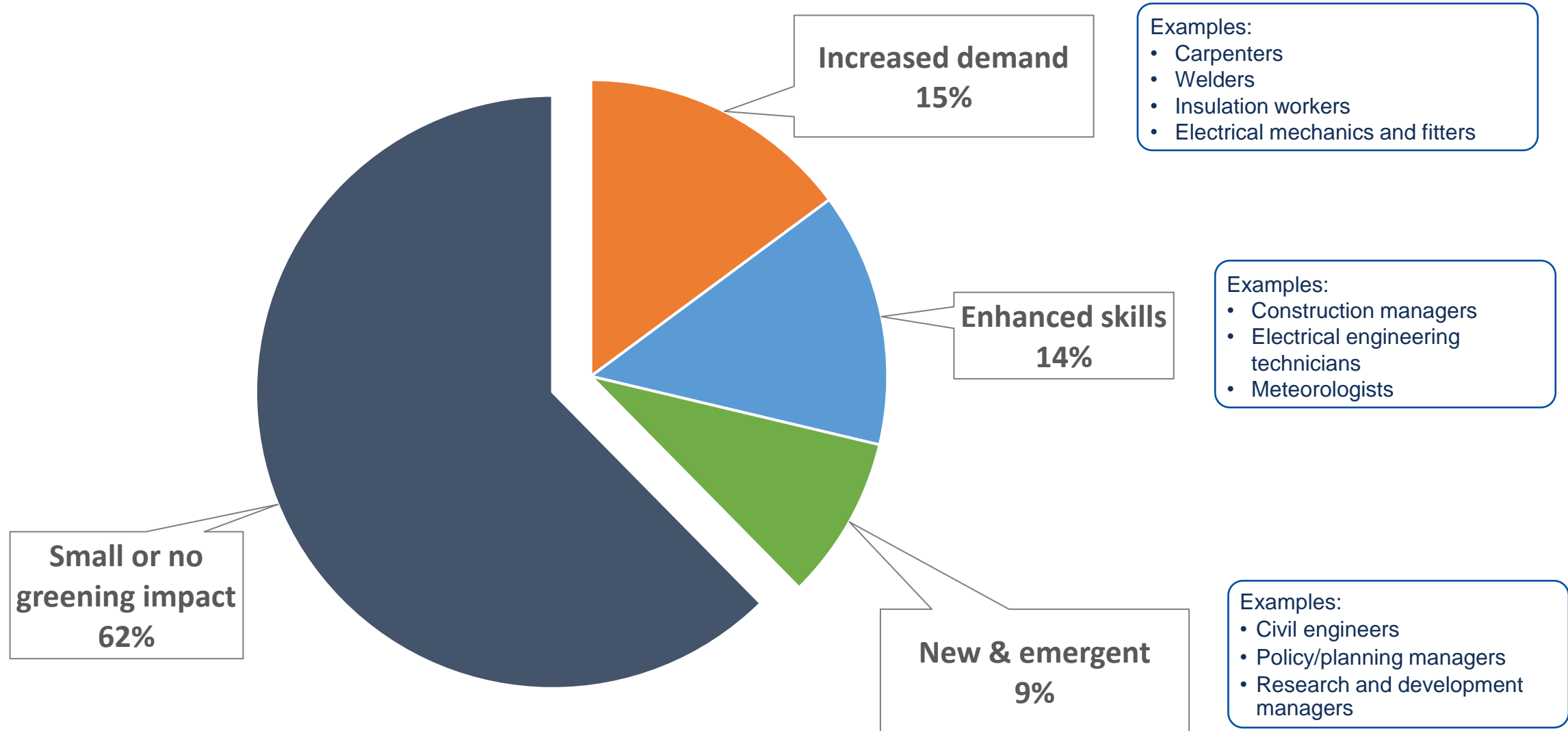
*Enhanced
Skills*

*Existing jobs that
require changes in
tasks, skills and
knowledge as result
of greening*

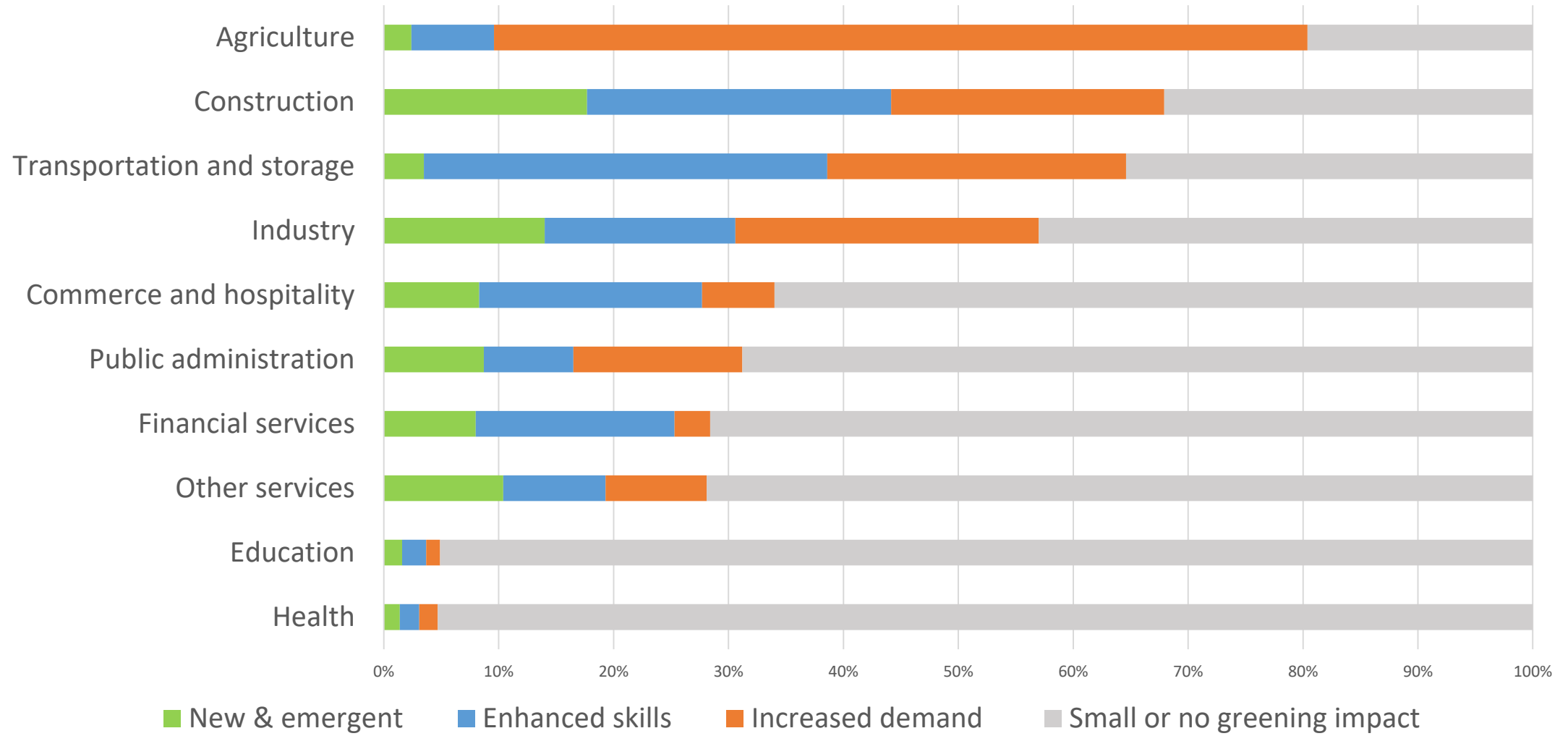
*Increased
Demand*

*Existing jobs
expected to be in
high demand; do
not require changes
in tasks, skills or
knowledge*

Greening occupations - Jobs likely impacted by the transition



Greening by sectors



Source: EWCTS, 2021

Climate change impacting quality of jobs

- Climate change impact on job quality depends on many factors including the type of occupations and sectors, the territories in which jobs are performed.
- Potential increase in psychosocial risks (job and work insecurity, risks linked to restructuring)
- Exposure to climate hazards increase exposure to physical risks: increased ambient temperature, air pollution, ultraviolet radiation exposure, extreme weather events,...
- Some changes linked to decarbonisation can support improvement of job quality (performing meaningful work, on the job learning,)
- Recent evidence: rising temperatures posing serious risks to workers' health

Is telework really a ‘green’ choice?

- Individual and company decisions positively or negatively influence the level of GHG emissions generated
- **Remote work is** a greener option if supported by specific measures:
 - Enabling employees who have to commute long distances by car to telework
 - Expanding the infrastructure facilitating remote working
 - Promoting flexible space use in offices to avoid heating, cooling or lighting unused or sparsely used areas
 - Continue supporting improvements to the energy efficiency of buildings,
- ‘Teleworkable’ jobs tend to be more common in cities.
- Depending on the factors considered (frequency, distance, emissions intensity, etc...) various combinations yield different environmental dividends.



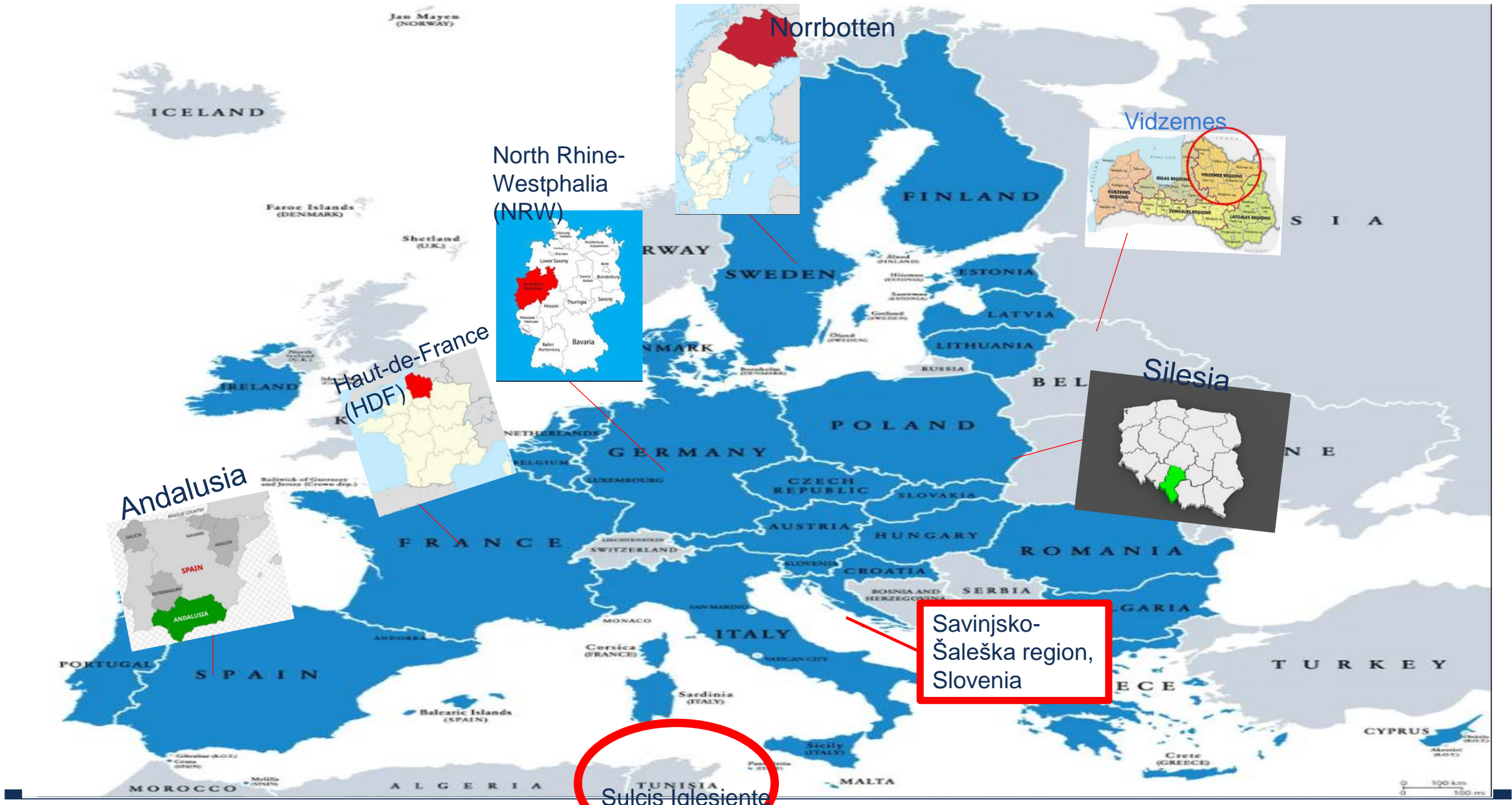


*Social dialogue and collective bargaining
during the green transition*

Role of social partners supporting regions in the Just Transition plans

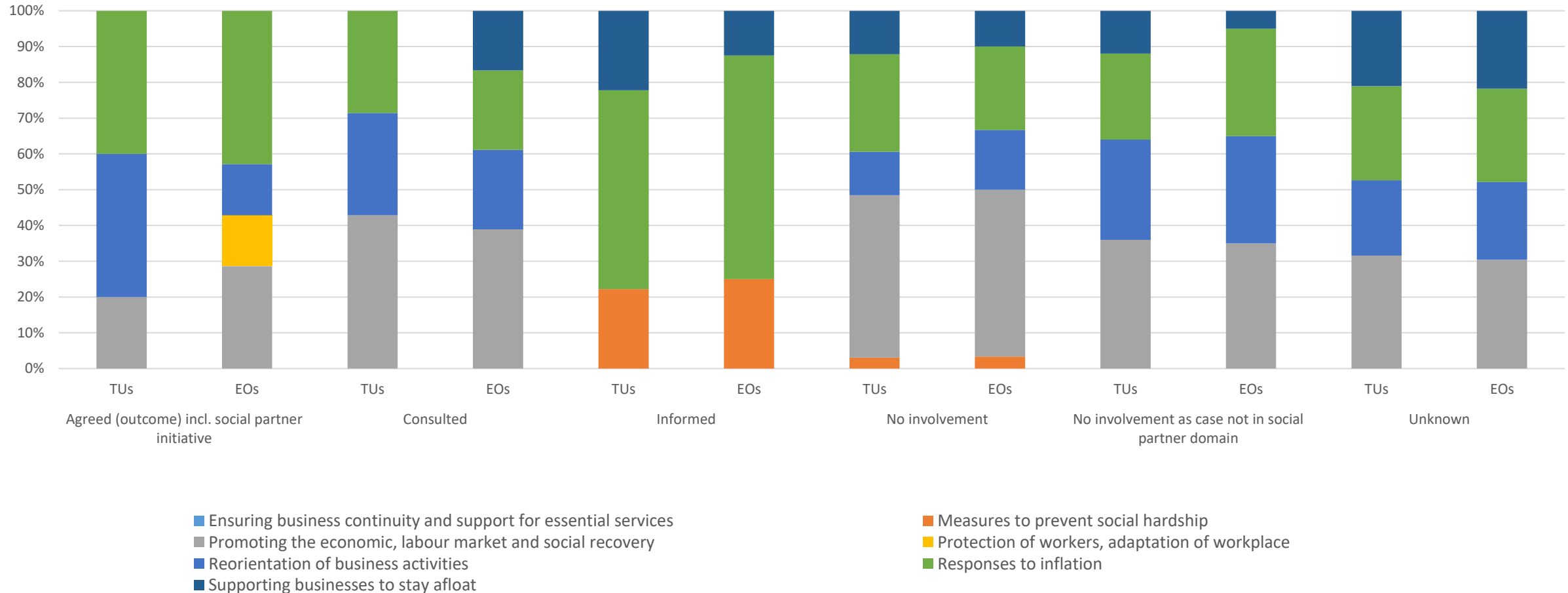
- Emphasis on consultation with peak-level and sectoral organisations in the design phase of the JTPs: Regional or local level are much less involved
- Social partners have provided vital input to the TJTPs, focusing primarily on employment, mobility, job quality, investments in reskilling and upskilling, and regional development issues
- Social dialogue and collective bargaining on just transition topics have taken place but are not widespread:
 - Sectoral collective agreements only in five MS; most identified agreed at company level,
 - Main focus on reskilling and upskilling and monitoring of changes triggered by the twin transition.
 - Some company agreements include social clauses on restructuring linked to the green transition.
- Overall, social partners are supportive of the EU's climate neutrality objectives. However, in countries with weak social dialogue structures lack the capacity to meaningfully engage in the policy process



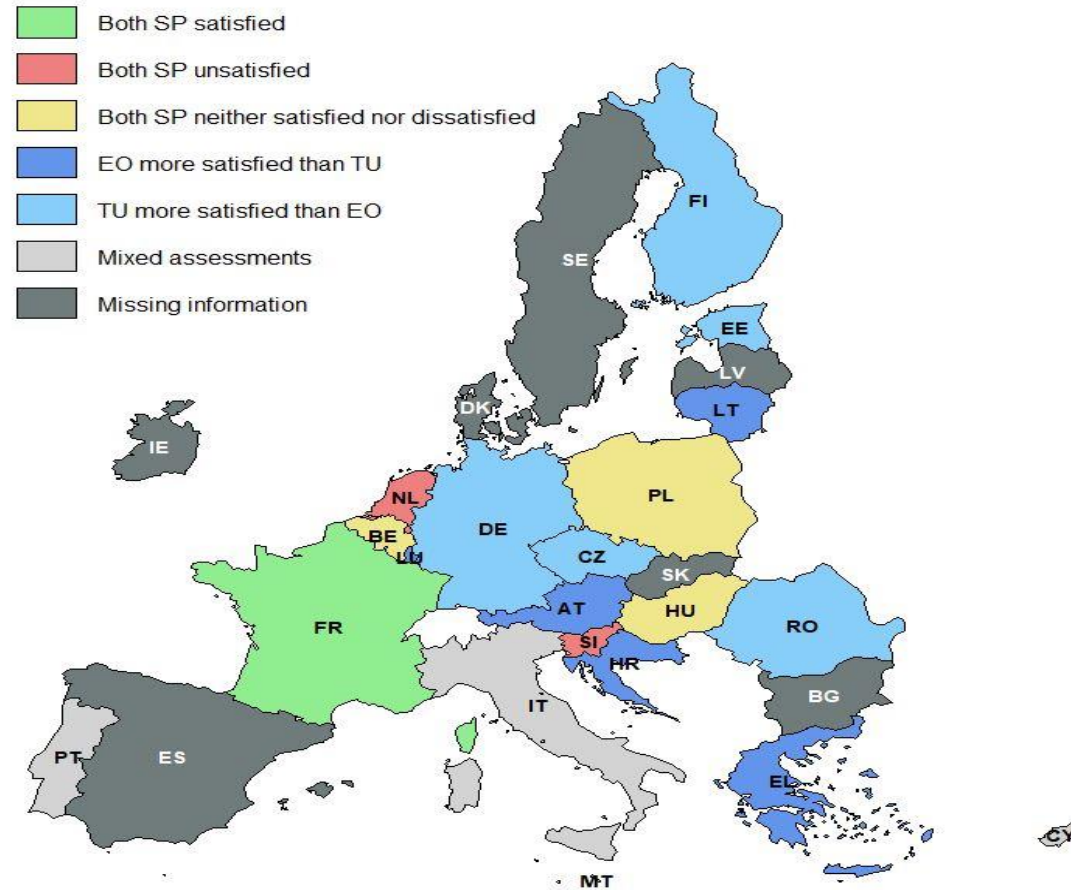


EU PolicyWatch: Role of trade unions and employers in adoption of policies linked to green transition, 2022-2023

Percentage divided by category. Policy measures started from 1st January 2022 until now



Involvement of social partners in the implementation of green policy measures (Recovery and Resilience Plans 2022-2023)



Bipartite social dialogue and collective bargaining

- So far, there is a growing awareness of environmental aims in **EU sectoral social dialogue**, although still room for development
- More developments at national sectoral level (along with another tripartite initiatives)
- **Limited inclusion** of environmental issues in (green?) **collective bargaining**
 - French legislation to promote collective bargaining on environmental issues
 - Still few but innovative initiatives in collective agreements **at company level** with interesting examples (mostly in the energy sector)
 - Main focus: strengthening **governance** in the implementation of the twin transition and **reskilling** programmes

Embracing the green transition, but large inequalities persist

- Three levels of analysis: Headline-level indicators, residential-level indicators and household-level indicators
- People living in some southern and eastern Member States are more likely to report sub-standard living conditions
- However, improved performance in residential-level indicators – e.g. measuring pollution, recycling and use of public transport, – overall shows local neighbourhoods are becoming more liveable
- Disparities between Member States have lessened, and performance has improved in many pollution-related environmental indicators
- Interventions should focus on housing quality; energy poverty; and public transport
- Residential- and household-level environmental goals may need more stringent or timely policy measures.

RESEARCH REPORT



Anticipating and managing the impact of change
Green, clean and keen to converge?
A convergence analysis of
environmental quality of life in the EU



Joint report by Eurofound and the European Environment Agency

Eurofound-EEA report: Green, clean and keen to converge? A convergence analysis of environmental quality of life in the EU



Green transition: Impact on EU employment relations

- **Green transition requires systemic change** across different domains and scales to enable action:
 - The contribution from employment and labour institutions, social partners and stakeholders to support structural changes
 - Aiming for win-win social-climate mitigation policies
 - Coordinating different governance levels and policy areas
 - Above all, change in priorities, attitudes and values required
- However, **early stages** in “green change” in EU employment relations
- Time is ticking ... and running out..

Thank you!

EUROFOUND RESEARCH REPORT



Anticipating and managing the impact of change
Impact of climate change and climate policies on living conditions, working conditions, employment and social dialogue: A conceptual framework



RESEARCH REPORT



Promoting social cohesion and convergence
EU convergence: Geographical dimension, impact of COVID-19 and the role of policy



Exploring the social challenges of low-carbon energy policies in Europe

The climate change mitigation policies to be introduced in making green energy production more sustainable need to be considered and coordinated. Together with multiple stakeholders, governments, businesses and citizens, they can be designed to ensure that the transition to a low-carbon economy is socially just and inclusive. This report explores the social challenges of low-carbon energy policies and provides recommendations for a socially just and inclusive transition.

This publication is available for free at <https://www.eurofound.eu/en/publications/2022/01/Exploring-the-social-challenges-of-low-carbon-energy-policies-in-Europe>

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RESEARCH REPORT



Anticipating and managing the impact of change
Distributional impacts of climate policies in Europe



RESEARCH REPORT



Anticipating and managing the impact of change
The transition to a climate-neutral economy: Exploring the socioeconomic impacts



RESEARCH REPORT



Industrial relations and social dialogue
Supporting regions in the just transition: Role of social partners

