

Industrial relations for a green economy

Innovative bargaining processes for a sustainable growth and a quality employment



Project VS/2014/0405 co-founded

by

DGESAI - DG EMPLOYMENT, SOCIAL AFFAIRS and INCLUSION

CASE FRANCE

ECECLI

A prospective study on skills and qualifications needs linked to environmental, energetical and climate policies in the region of Ile-de-France

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PRESENTATION (IDENTITY CARD OF BEST PRACTICE)

Name of initiative/project/ intervention/agreement

Prospective study ECECLI . case:

Short description

This project named ECECLI aims to acquire knowledge about the future skills needs created by the environmental and transports policies of the region Ile-de-France (IDF). This work seeks to anticipate the effects on employment of the regional planning for climate air energy and the new transportation network for Greater Paris (Grand Paris project). The anticipation is based on a prospective study carried out with social partners of five sectors (energy, transports, waste, water, biodiversity and landscapes) and monitored by French Regional Agency for Business, Competitiveness, Consumption, Labour and Employment (DIRECCTE Ile-de-France).

Geographic, territorial, sectorial localization

The action has taken place in the region of IDF where big investments in infrastructures of transports, buildings and rehabilitations are programmed by the new transportation network for Greater Paris (Grand Paris project). These investments are requiring new approaches on managing water and are challenging the monitoring of waste management.

Period of activity

2012 to June 2014.

Players / promoters

Players/ partners involved, their main functions

The study has been made by SYNDEX and FONDATERRA consultings, but 60 stakeholders have been associated by the representatives of the State in the region (DIRECCTE) to the management of this prospective study in a steering committee.

- Employers unions of 5 sectors
- DIRECCTE IDF that is the Regional State representation implementing labour and employment policies on the territory of the Region.
- Trade Unions (CFDT, CGT...)
- SYNDEX and FONDATERRA consulting.
- Local institutions (regional council)
- Water Agency

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Types of Beneficiaries (direct/indirect):

- **DIRECCTE IDF:** the study helps Public employment services in the region of IDF to support occupational mobility and ameliorate job placement, including individual accompanying services. This work is helpful for active labour market policies design which support successful job-to-job transitions.
- **Region of IDF :** the actions defend employment level and quality of jobs.
- **Workers including unemployed people:** this study provides a basis for building effective job mediation services in order to help people to find new job opportunities in sectors with high job intensity, most often in green sectors or traditional sectors turning green. Skills “passerelles” have been identified in order to facilitate the occupational mobility.
- **Labour Unions:** Unions are recognized as stakeholders with an effective social dialogue in anticipation of the future of employment, skills and training needs, long before the arrival of a critical turning point. **CFDT** is now able to design new demands for the writing of French energy transition Bill (in sept-oct. 2014).
- **Employers :** Anticipation of their needs, optimization of the training offer

Indicators for monitoring and evaluating activities

- Unemployment rate
- Number of jobs created in short, medium and long term.
- Occupational mobility that should have been encouraged by actives policies implemented.
- Quality of relationships between social partners and authorities implementing labour and employment policies.

DESCRIPTION

Starting point of the initiative/project/intervention as related to the territorial context (social, economic, political)

This project is monitored by the DIRECCTE IDF. It aims to know the employment potential of the environmental planification and the new transportation network for Greater Paris (Grand Paris project). Few players of the regional training services and of a funding agency training for SMEs shared ideas about the absence of a social part in the regional planning for climate air energy. They regretted this lack such as some labour unions as CFDT. The Regional Development Agency in IDF, SYNDEX, the DIRECCTE IDF had looked for fundings. The idea was to make one positive example of territorial prospective management of jobs and skills that other regions may like to follow and can learn from. On January 1st 2013, 60 stakeholders started discussing the methodology and results of the prospective study in a steering committee led by the DIRECCTE IDF.

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Description of the socio-economic, territorial, corporate context in which the initiative is based. Is it possible to describe the “philosophy” inspiring the best practice?

Unemployment rate is lower in the capital region than in the whole country: 8,9 % versus 9,9%. Here, the big challenges are to build a greatest transportation network for people and for goods, to ameliorate the buildings offer, to implement green infrastructures and fight against energy poverty.

What problems/general needs the interventions is trying to address? What the specific ones are?

It was difficult at first : slow decision, needs of additional funding. The CFDT wrote a letter requesting the support of the Ministry to this project. A funding from the European Social Fund, the Conseil Regional de Paris IDF, the Water Agency of Seine-Normandie has been searched. The analysis is based on a matrix of five themes with five sectors. This approach is not only a quantification of jobs and skills needs, but also to identify skills that make bridges between some sectors with low job intensity to green activities or activities going green with higher potential for job creation. The analysis takes into account regulatory requirements and technological developments that help to achieve environmental objectives (technical developments routes and technological innovations that help to increase the value or productivity).

What the goals/ends the intervention is trying to achieve? What bargaining dynamic had been in place?

A recent study has suggested that full implementation of EACRS should be inaccessible without assessment of jobs and skills needs. At the start of this case, there is no anticipation of economic impacts, skills and qualifications needs that these regional schemes and environmental policies can generate in every regions of France. ECECLI is thus the first prospective study that aims to assess these needs.

What activities and instruments the intervention is operational through ?

Several interviews with government representatives in the region of IDF, employers representatives and the main labour unions representatives of five sectors has been made. Several workshops were organized in order to have discussions between social partners and public authorities.

How the actions can increase knowledge and support overcoming specific problem

This prospective approach is easily reproducible. It's possible to make social diagnosis in any definition or revision of EACRS. Perhaps Regions need to develop a recourse to a social engineering.

As concerns the territorial context what the most innovative aspect of the initiatives are? Why?

Until then, the construction of a EACRS did not reflect a concern for realism approach without any anticipation with regards to employment and training matters. Finally several regions are now interested in prospective approach that helps the identification of possible changes in skills and

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qualifications requirements generated by the energy and ecological transition, especially in the context of the crisis and the resurgence of unemployment.

In ECECLI, 3 scenarios has been studied :

- One central scenario : 115 000 additional jobs per year (in Ile-de-France)
- One low-scenario : no job creation
- One high scenario (the best possible) : 315 000 additional jobs per year

The central scenario is considered as the most realistic. These future jobs will be generated by the public investments of Greater Paris and those linked to energy and environmental policies of the Region IDF.

What the “internal quality factors” of the initiative are (sustainability, internal efficiency, effectiveness)?

The initiative is linked to sustainable development policies and investments in infrastructures (transports, buildings). The dialogue between several stakeholders including Trade Unions help to anticipate creation job and job losses that can occur simultaneously because environmental transition will make not only winners, even if it is a positive dynamic.

Is it possible to transfer the initiative in other context?

CFDT now claims that Bill energy transition should create an obligation to implement this approach of predictive diagnostics of jobs, skills and qualifications needs in any EARCS at the definition or at the revision stage. CFDT has joined a large coalition name ATE (actors in energy transition) to push its amendments to the text of the french Energy Act (law of energy transition).It aims to reproduce this case in other regions of France and to complete it with the request of developing a new tool : the “CV of site” (curriculum vitae of a collective of workers in a site).

Is the initiative reproducible in different contexts?

Yes it is. Every public employment services could initiate social dialogue on the future of jobs, qualifications and skills needs in territories impacted by the “green transition” in order to make it a sustainable development transition not only focus to the Growth but also to quality of industrial relations, quality of employment and quality of work.

Please point out communication instruments (website, documents, booklets) concerned with the initiative.

[http://www.syntec-](http://www.syntec-ingenierie.fr/media/uploads/newsletters_adherents/nl_464_22_03_2013_liens/projet-eccecli.pdf)

[ingenierie.fr/media/uploads/newsletters_adherents/nl_464_22_03_2013_liens/projet-eccecli.pdf](http://www.syntec-ingenierie.fr/media/uploads/newsletters_adherents/nl_464_22_03_2013_liens/projet-eccecli.pdf)

<http://www.fondaterra.com/projet/eccecli/>

Please write your final considerations

The anticipation on economic crisis and job opportunities is a better way to succeed in building a sustainable development. All regions of France could initiate this kind of work (prospective study

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with social and societal dialogue between stakeholders) with the goal to prepare pro-active employment policies. The Energy Act can invite them to do it when they design their SRCAE.