



# THE GAS SECTOR IN THE CONTEXT OF THE EUROPEAN ENERGY TRANSITION

APPROACHING A JUST TRANSITION FOR WORKERS

SSDC JUNE 7<sup>TH</sup> 2022

## TIMELINE SINCE BRUSSELS WORKSHOP (APRIL 28<sup>TH</sup>)

- Update of the report according to the comments gathered from the workshop : 22<sup>nd</sup> June
- Steering committee : 27<sup>th</sup> June
- Near final draft of the road map and the study : beginning of November
- Steering committee : mid-November.
- Final report : mid-December
- Final Conference : tentatively 26<sup>th</sup> Jan.

# UPDATE ON THE STUDY: THE INTEGRATION OF THE COMMENTS DONE DURING THE BRUSSELS WORKSHOP (1/2)

- ▶ Main outcomes gathered from the comments done during the Brussels workshop have been integrated in the intermediate report
- ▶ Main comments gathered from workshop 1 on the issues of “Technical scenarios of the energy transition regarding gas and their impact on employment”
  - The question of financing
  - The issue of biomethane and CCUS
  - The need to stress the interaction between the different sectors and namely the electricity one
  - The need to strengthen social dialogue
  - The need to improve attractiveness of the gas jobs
  - the need to disseminate good and best practices
  - The issue of taxonomy

# UPDATE ON THE STUDY: THE INTEGRATION OF THE COMMENTS DONE DURING THE BRUSSELS WORKSHOP (2/2)

- ▶ Main comments gathered from workshop 2 on the issues of “Future trends of employment with a specific focus on new skills, digitalization, and vocational training”
  - New jobs to be created : the issue of data, digitalization and automation
  - The issue of attractiveness : make gas jobs attractive again
  - The issue of contractors
    - The need to keep core and key competences at company level
    - Not to forget contractors and temporary workers when transitioning
    - The importance of collective bargaining to ensure that competences are preserved but also social benefits
  - The issue of apprenticeship
- ▶ Main comments gathered from workshop 3 on the issues of “Social dialogue”
  - The need to strengthen social dialogue at every level
  - The issue of collective agreements not being respected and how to guarantee their effectiveness
  - The issue of social KPIs

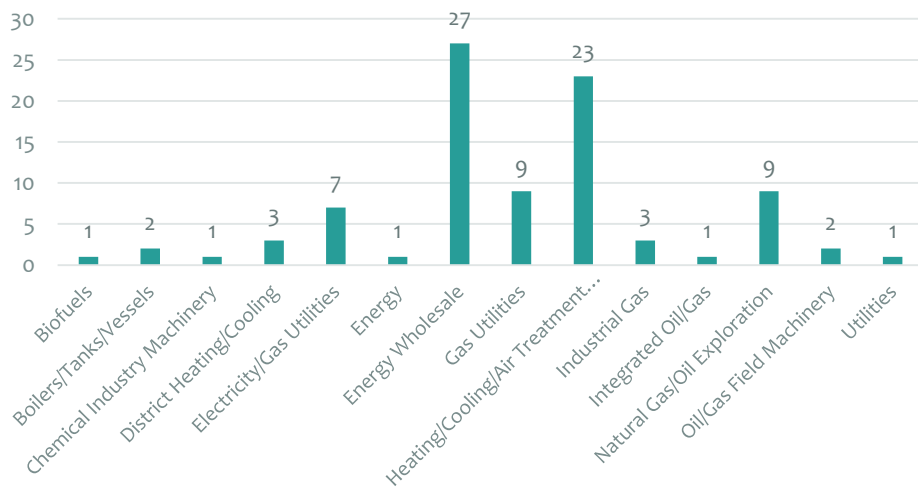
# UPDATE ON THE STUDY: A COUNTRY REPORT FOR EACH COUNTRY COVERED BY THE GEOGRAPHICAL SCOPE OF THE PROJECT

- ▶ A country report covering :
  - Employment data broken down by activity field
    - See next slides
  - Data on the actual and future energy mix
  - Main trends and policies including the impact of the war in Ukraine

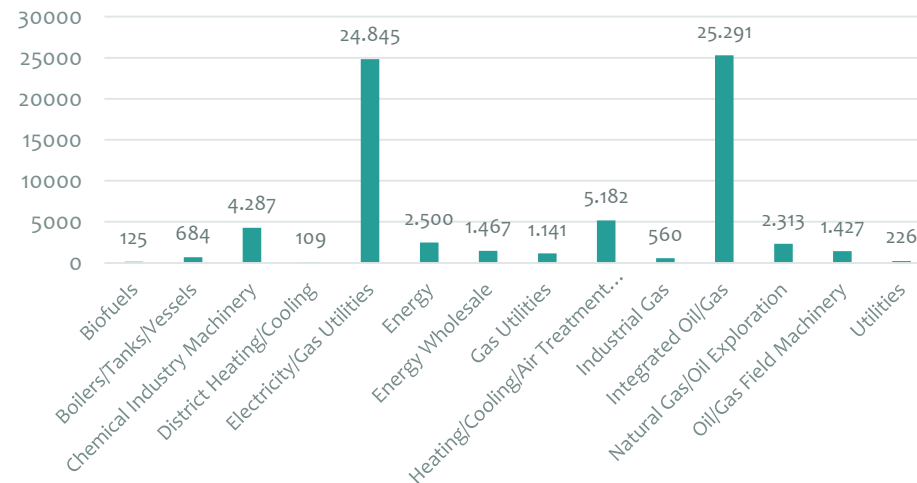
# AUSTRIA

- ▶ 70 157 workers on the whole country but a limited number of companies (90)

AUSTRIA: N° companies



Employment data AUSTRIA

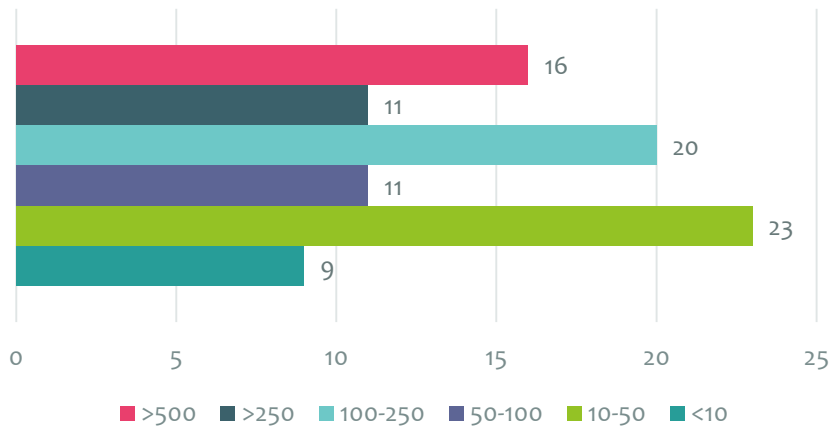


- ▶ The activities « Energy wholesale » and « Heating/Cooling/Air Treatment Equipment » are by far the ones with the larger number of actual companies

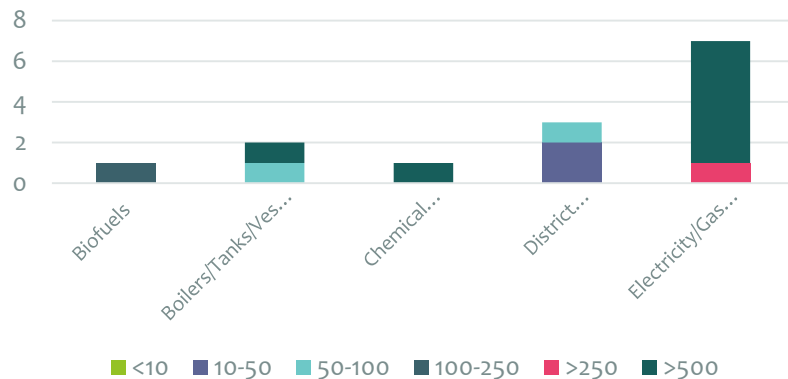
# AUSTRIA

Only 18% of companies have more than 500 workers whilst the majority are small and medium sized companies.

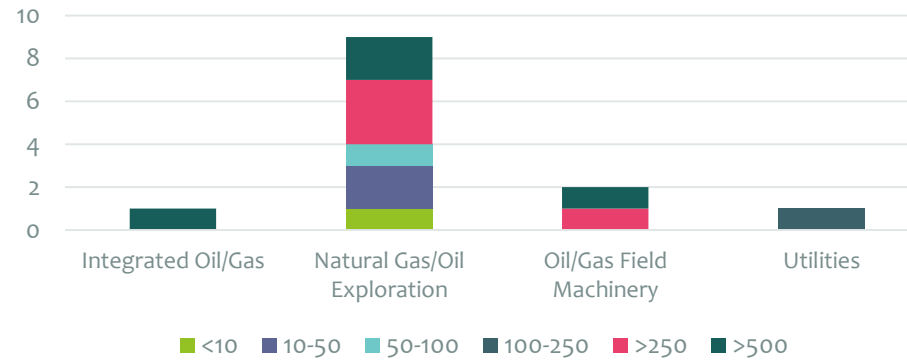
AUSTRIA: n° of companies by workers' number



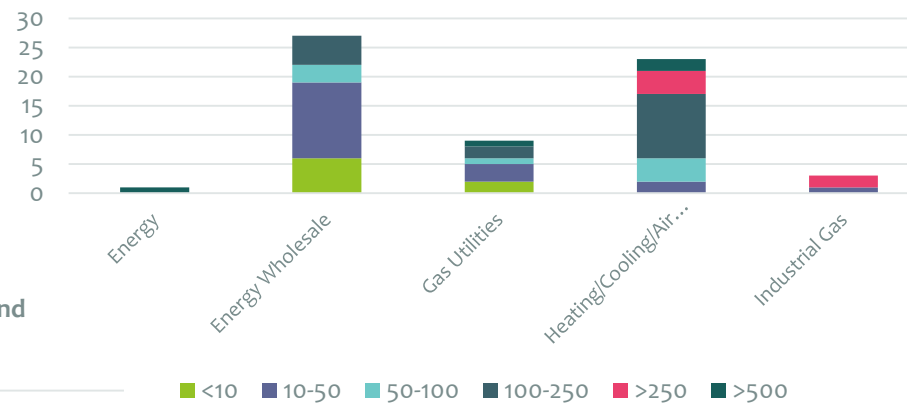
AUSTRIA: n° of companies by workers' number and activity field



AUSTRIA: n° of companies by workers' number and activity field



AUSTRIA: n° of companies by workers' number and activity field



# UPDATE ON THE STUDY: DELIVERABLES

- ▶ **Final report**
  - Identification of the European major companies in the gas sector
  - Breakdown of European employment per country and kind of operation in the gas sector
  - Description of actual skills and job profiles in the gas sector
  - Description of the relevant further developments in the sector
  - A cartography of the future gas labour market with a geographical breakdown
  - Overview of the expected impact of the Just transition on the gas sector, especially on employment, tasks, skills and job profiles
  - Illustrating good practices providing valuable insights to the European gas sector, about the internal capacities/factors increasing the employability of workers
  - Analyse whether the actual schemes of professional and vocational training fit for future challenges or need to be modified/reviewed/improved
  
- ▶ **Roadmap**
  
- ▶ **Joint recommendations for future action for social partners on national and European level and different stakeholders on how to mitigate the employment impacts of the transition in the gas sector.**



# UPDATE ON THE STUDY : WORK IN PROGRESS

- **Analysis of best practices issued from major companies in the gas sector**
  - Review of good and best practices to identify the tools and strategies already planned or implemented by major companies. Assessing, as far as possible, the effectiveness of the tools/strategies and whether they can be disseminated all through the value chain of the gas sector
- **Proposal of a methodology aiming to implement an adequate transition**
  - A methodology that tries to
    - Identify and involve all the potential stakeholders
    - Identify the actual jobs and skills
    - Identify tomorrow's jobs and the related required skills
    - Determine how to build career paths between today's and tomorrow's jobs
    - Identify pathways that will lead to defining the needs for successful transition/mobility/up-skilling/re-skilling
- **Analysis of existing tools at institutional level (governments, European institutions...)**
  - Review of European and national policies and strategies aiming to mitigate the potential negative impacts of the energy transition
  - Identify the tools developed by Cedefop in terms of employment/skills' trends and vocational training
  - Assess whether these tools/policies/strategies fit for gas sector
- **Using actual demonstrators to see if results can be extrapolated in the gas sector and how**