

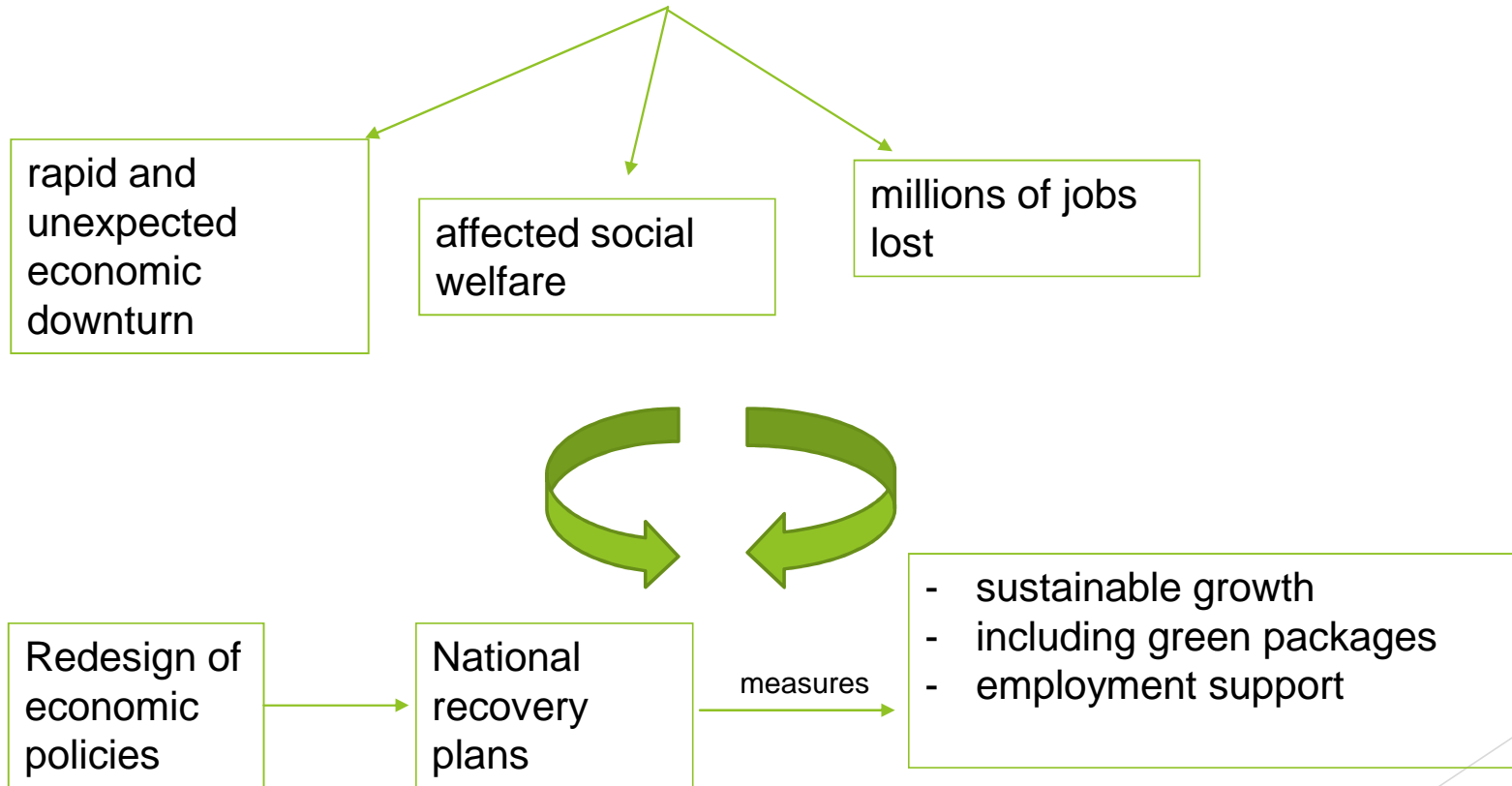
# EMPLOYMENT AND VOCATIONAL TRAINING POLICIES FOR A GREEN LABOUR MARKET

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# EUROPEAN CONTEXT



## Economic and financial crisis



# FIRST STEPS AT INTERNATIONAL LEVEL

- ▶ transition to a green, low-carbon , climate resilient economy characterized by efficient use of resources
- ▶ attempts to improve links between economic, environmental and employment policies
- ▶ since 2008 United Nations Environment Programme, ILO and OECD have launched several initiatives to explore the interconnections between the green economy and employment



# EUROPE 2020 STRATEGY

- ❑ adopted by the European Council of 17 June 2010, amid a deep economic crisis and intensified long-term challenges such as globalization, pressure on resources use and aging.
- ❑ proposes a new economic vision that help the EU to emerge from crisis and to build a smart, sustainable and inclusive economy, delivering high levels of employment, productivity and social cohesion, based on a greater coordination of national and European economic policy .

## THEMATIC PRIORITIES (3)

- ❑ **SMART GROWTH:** developing an economy based on knowledge and innovation.
- ❑ **SUSTAINABLE GROWTH:** promoting a more efficient economy in terms of resource use, greener and more competitive
- ❑ **INCLUSIVE GROWTH:** fostering an economy with a high rate of employment, able to ensure economic, social and territorial cohesion

# HEADLINE TARGETS (5)

1. **employment rate** of the population aged between 20 and 64 years - **75%**
2. levels of **investment in research and development** - **3%** of EU GDP
3. **achieving "20/20/20"** (or 30/20/20 if to certain conditions) **on climate change and energy**
4. **rate of early school leaving** - **10%** and the **share of population with higher education and aged between 30 and 34 years** - **at least 40%**
5. **reduce by 20 million the number of Europeans at risk of poverty** (corresponding to a 25% reduction in the number of people at risk of poverty)

# FLAGSHIP INITIATIVES (7)

Scope: to commit both the EU and the Member States to concrete actions designed to catalyse progress under each priority theme.

*"Innovation Union"*

*"Youth on the move"*

*"A digital agenda for Europe"*

*"Resource efficient Europe"*

*"An industrial policy for the globalisation era"*

*"An agenda for new skills and jobs"*

*"European platform against poverty"*



# EU SECTORS WITH POTENTIAL TO CREATE GREEN JOBS :

- **environmental goods and services**
- **production of energy from renewable sources**
- **energy efficiency**
- **waste and water management, air quality**
- **restoration and conservation of biodiversity**
- **environmental infrastructure development**
- **insulation and energy efficiency**
- **biomass and biofuels.**

## MEASURES TO ENHANCE THE COMPETITIVENESS OF COMPANIES

- ▶ increasing the efficiency of production processes
- ▶ adoption of innovative solutions to save resources
- ▶ development of new business models
- ▶ offering sustainable products and services
- ▶ internal transformation of jobs ( in the context of sectors with a high share of emissions - energy, transport , agriculture, construction) .

# MEASURES NECESSARY TO SUPPORT THE CREATION OF GREEN JOBS

- ▶ anticipation and forecasting skills required by employers - ensure a smooth transition to a green economy , minimize mismatching between skills and jobs
- ▶ protection of women and unskilled workers from the risk of social exclusion and poverty at work - by strengthening and remodeling skills and promoting gender equality in access to STEM fields and occupations
- ▶ ensure the transition from declining activities in developing activities
- ▶ proactive approach of public employment services - by providing comprehensive services
- ▶ shift from taxation on labor to environmental taxation , resources and energy consumption.

# MEASURES NECESSARY TO SUPPORT THE CREATION OF GREEN JOBS

- ▶ use of carbon prices to reduce labor costs
- ▶ promoting green procurement
- ▶ green entrepreneurship
- ▶ investment for the conservation , restoration and enhancement of natural capital
- ▶ support activities that generate employment (eg . tourism )
- ▶ moving towards a circular economy ( would create new jobs in product maintenance, repair, recycling and ( re) design sectors )



# EUROPEAN COMMISSION INITIATIVE ON GREEN EMPLOYMENT

## In which sectors will jobs be created?

- ▶ improving waste prevention and management in the EU could create more than 400,000 new jobs, and the review of the waste legislation now proposed by the Commission could create an estimated further 180 000 jobs
- ▶ a 1% increase in the rate of growth of the water industry in Europe can create between 10,000 and 20,000 new jobs
- ▶ internal transformation and redefinition of jobs will affect sectors with a high share of emissions (energy power, transport, agriculture, building which are responsible for respectively 33%, 20%, 12% and 12% of EU greenhouse gas emissions)
- ▶ the construction sector could create 400,000 new jobs from making buildings more energy efficient to meet the requirements of the Energy Efficiency Directive
- ▶ For energy intensive industries (e.g. chemicals, iron and steel)
- ▶ As for the **wider economy**, by increasing the efficiency of production processes, adopting innovative solutions to save resources, developing new business models, or offering more sustainable products and services, companies can expand their markets and create new jobs, while transforming existing ones. Resource productivity in the EU grew by 20% in the period 2000-2011. Maintaining this rate would lead to a further increase by 30% by 2030, and could boost GDP by nearly 1%, while creating more than 2 million jobs.

# EUROPEAN COMMISSION INITIATIVE ON GREEN EMPLOYMENT

What integrated framework for employment policies in the transition towards a green economy?

The Green Employment Initiative calls for an integrated approach by setting out policy actions to be taken at European *and* national levels, including:

- ▶ bridging existing skills gaps
- ▶ anticipating change and securing transitions
- ▶ boosting job creation
- ▶ increasing data quality and monitoring of labour market developments
- ▶ promoting social dialogue
- ▶ strengthening international cooperation

# EUROPEAN COMMISSION INITIATIVE ON GREEN EMPLOYMENT

How does the Green Employment Initiative feed into the EU economic governance framework?

- Improving integration and coordination of policies and initiatives at European and national level
- Further developing governance structures and methodological tools to facilitate the transition to a green economy and efficient in terms of resource
- Establishing a closer working relationships and dialogue with social partners on the employment challenges of greening the economy
- Further strengthen the Commission's current skills on existing tools and networks to better predict and monitor developments in sectors and occupations related to green growth , efficient in terms of resource and circular economy

# EUROPEAN COMMISSION INITIATIVE ON GREEN EMPLOYMENT

- ▶ Ensuring that programs and funding policies of the EU and Member States support the creation of jobs in the green economy
- ▶ Reporting on progress in relation to green jobs as part of national reform programs ( national plans for employment ) of Member States and evaluation within the European Semester
- ▶ Promoting sustainable and inclusive growth
- ▶ Taking into account the recommendations of the European Platform for efficient use of resources to develop a comprehensive strategy to green jobs, skills and education.



# **BARRIERS TO THE DEVELOPMENT AND IMPLEMENTATION OF ENVIRONMENTAL PROGRAMS AND TRAINING IN THIS AREA**

- ▶ **rapid technological change**
- ▶ **a workforce that is not willing to expose risk**
- ▶ **a low assessment of professional skills in specific economic sectors**
- ▶ **low portability of qualifications**
- ▶ **a variety of issues related to providing quality training**
- ▶ **lack of time for workforce training and high costs , especially for small businesses that can not afford to give their time to training their staff and bear the costs of courses**
- ▶ **lack of certification and accreditation schemes**
- ▶ **lack of an adequate legal framework for compulsory retraining**
- ▶ **specialization of certain occupations in advanced technology**

# WHAT TO DO?

1. It takes an **integrated approach** to manage the opportunities and challenges posed by environmental change and employment policies , achieved by :
  - ❑ Green economy transition strategies meant to integrate employment and training policies
  - ❑ Employment and skills strategies to meant to prioritize the transition to a green economy
2. **Piloting and expansion of programs** to stimulate the transition to a green economy by:
  - implementation of integrated measures of labor market activation and retention
  - diversification and development of professional skills
  - subsidized eco- efficient employment
  - supporting green entrepreneurship
  - offering traineeships / apprenticeships etc.

# WHAT TO DO?

## 3. Promoting the economy and green jobs in horizontal perspective :

- each job should include green elements
- employers and employees must be trained / aware consistent with a number of regulations of these green jobs
- Involving more institutions than those responsible for employment or environment policy
- raising awareness among institutions and authorities with responsibilities in the field, of social partners, civil society etc

# NATIONAL CONTEXT





# POLICIES AND STRATEGIC DOCUMENTS

- ▶ Government Programme 2013-2016
- ▶ National Strategy for Sustainable Development of Romania - Horizons 2013-2020-2030
- ▶ National Climate Change Strategy 2013-2020
- ▶ Danube Strategy
- ▶ National Strategy for Competitiveness 2014-2020
- ▶ National Strategy for Research, Development and Innovation 2014-2020
- ▶ Energy Policy

The National Competitiveness Strategy 2014-2020 and the National Strategy for Research, Development and Innovation 2014-2020 define the sectors with growth potential and productivity as follows:

***sectors with growth potential and notable influence on employment*** : automotive, ICT products and services, food processing and beverage, healthcare / pharmaceuticals; textile / leather , wood / furniture; energy / environmental management ; agriculture, forestry and fisheries.

***sectors with high added value in terms of research and smart specialization*** : bio-economy - agriculture and forestry, fisheries and aquaculture ; biopharmaceutical and biotechnology; environmental technologies - vehicles, pollution control technologies and waste management , smart cities .

Aimed at increasing adaptability of workers to dynamic changes in the labor market through vocational training, including for green occupations requiring skills .

# MEASURES IN IMPLEMENTATION

- ▶ identifying skills needs to ensure the transition to a green economy
- ▶ studies and surveys which have revealed five areas in which can be developed green jobs :
  - education
  - research
  - environment
  - employment
  - energy
- ▶ one of the measures of the Government Programme 2013-2016 aimed at stimulating sustainable growth , focusing on creating new green jobs
- ▶ addressing sustainable development and green jobs as horizontal objective in strategic initiatives
- ▶ including new training programs for new skills, including technical ones .

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- ▶ Interventions supported by the European Social Fund, as provided in the Operational Programme Human Capital 2014-2020
  - ▶ Identify requirements for restructuring and/ or adaptation to manage the transition to a green economy
  - ▶ Public awareness
  - ▶ The involvement of social partners and other types of organizations ( NGOs , academia, research institutes etc.) in drafting policies meant to facilitate the transition to green economy.





*Thank you!*