REJEnerAXion

Energy for a just and green recovery :
Short insights from a (small) survey

astrées
Groupe SOS

Co-founded by the European Union

www.rejeneraxion.com

The survey

Complementing and deepening the desk research made during the 1st phase of the project

General guidelines

8 interviews carried out

Main issues adressed :
Evolution of employment and skills

Professional retraining and territorial impacts

Social dialogue support

List of interviews :

Unions
FCE CFDT
CFE CGC Energy
CFE CGC Oil
FO Energy and mining (EDF FO rep)

Employers organisations
UFIPEM (Oil industry, energy and mobilities)
France gaz (Gas industry)

Expert
ADEME (director research and prospective)

NGO
Réseau Action Climat

National employment and skills programming plan ?

Despite the objective set by law in 2015, there is still not a global programming plan about the employment impact of the energy transition

Only an evaluation report about the establishment of such a plan was made and published in 2019 but with no further followings.

This is not the first failure of such a project in the general context of the employment impacts of the green transition

This illustrates the difficulty to jointly address the green transition and its social impacts

Difficult to get a global approach of the issue

Difficult to anticipate and support companies and workers

How do actors from the fossil fuel sectors consider the energy transition ? Changing without disappearing

- The necessity of the Green transition is accepted and considered by all the actors interviewed but all of them defend a broad energy mix
- This justifies the diversification of the activities of major groups in the gas and oil sectors towards green gas, decarbonized fuels, hydrogen but also electricity production, distribution and storage….

no one envisages the disappearance of the oil and gas sectors in the medium or even long term

employers and unions alike are defending the usefulness of their sector in a transition process toward a totally decarbonized energy

As a result, employment and skills forecasts at sectoral level exist (up to 2030)

They often exceed the limits of professional branches and thus cover a larger economic scope (in terms of value chain) : ex : *The gas, heat and related energy solutions industry*

They analyze, quantitatively and qualitatively, in a prospective way the evolution of jobs and skills in their scope, especially to identify job in short supply and the skills needs

Employment and skills forecasts at sectoral level

- **Those forecasts highlights the jobs and skill needs, including job creation forecasts, but not as precisely the risks of job losses**
- **They often conclude to the need for sectors analysed to become more attractive and can result in some concrete initiatives in this respect**

An internet portal « Energies skills » in the gas sector

Experiment « the road to gas » in different regions to attract new workers

So, what about job losses and professional retraining ?

- Some significant uncertainties affecting the future of traditional fossil fuel industries remain : capacity to strongly develop alternative green solutions (biogas, hydrogen, biofuels….), place of those alternatives in the French new energy and climate strategy defined by the Government (work in progress), etc.
- In this context, uncertainties affecting possible jobs losses are strong and depend on a number of factors.

Issues raised

- Will all workers from fossil fuel industries be able to shift to green jobs in their company ?
- Can we identify cross-functional jobs and skills useful in other companies / sub sectors in the energy sector ?
- Or outside the energy sector ?
- What are the obstacles workers face to shift from one company/ sector to another (status of employment , quality employment,etc.)?

Not to conclude.....

- According to our interviews, green transition and employment issues still face difficulties to progress hand in hand in the French context.
- Questions raised previously probably justify employment forecasts and concrete related actions (anticipation) on a scope as broad as possible (covering the whole energy sector or/and cross –sectoral) at different levels. Some attempts of such approaches exist at territorial level but are still not the norm.
- This also supposes that large companies, more and more in competition with each other, accept to be involved in multi stakeholders dialogue, something that is not easy.

Despite the fact that energy transition takes time, there is still no anticipation in due time of professional redeployment/ retraining issues

Thank you for your attention