



Demographic Change and Competencies in the European Gas Sector

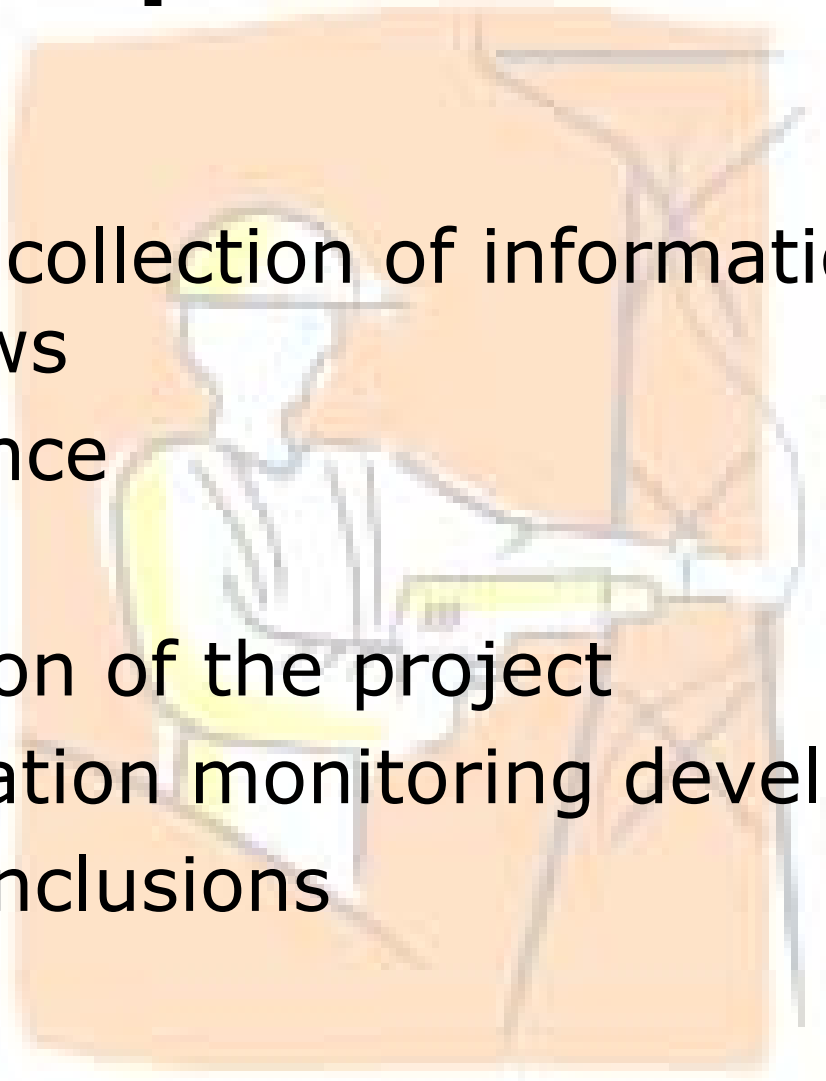
A Joint Project of the Social Partners
Eurogas and EPSU/EMCEF

Background to the project

- Internal market for gas
- EcoTec study on the Employment consequences of the opening of the electricity and gas markets (2007)
- Joint Statement on the EcoTec study
 - Develop a joint understanding of (employment) trends
- Draft proposal for the plenary in April 2008

Different parts of the Project

1. Study – collection of information; interviews
2. Conference
3. Toolkit
4. Evaluation of the project
5. Continuation monitoring developments
6. Joint Conclusions



Parts of the Project: 1. study

- The project aims to collect information on the European gas sector (**study**)
 - ➡ Regarding the age profile of the workforce, skills and qualifications and developments in 15 years time or longer
 - ➡ Compare with general labour market analysis for comparison
 - ➡ Expectation of general (energy and regulatory) trends of relevance for the European gas sector
 - ➡ Scenarios regarding future skill developments

Study part II

- A joint survey of companies and unions
- Indication of scenarios that face the gas industry
 - ➔ One method to get more in-depth analysis is through a panel interview method of representatives of the company and workers (trade unions/ workers representatives).
 - ➔ Interviews should focus on forward looking management of employment and competencies and how unions and employers are dealing with it.
- Cases will be selected together with the Steering Committee and ideally should be a mix of local and transnational, public and private companies, operating in fully deregulated and less deregulated markets, West and East-European Union countries

Parts of the project 2.

Conference

The conference will bring together representatives of the companies and the trade unions to consider the study (and possibly a draft of the toolkit) and selected cases.

The conference will allow the social partners to inform a broader set of representatives of the industry of the work that they are doing.

Parts of the project: 3 Toolkit

The next phase of the project aims to develop a **toolkit** on how companies and trade unions are engaged in long-term planning to respond to the trends.

- The toolkit should describe in an accessible manner cases of best practice; and provide guidance to companies and unions focusing on demographic change and competencies.

Time line of the Project

1 November 2008 – 1 May 2010

Preparatory phase - **Steering Committees** foreseen for:

- 4 December 2008- discussion, planning, issuing call for tender, process of deciding on the bids.
- 27 January 2009: Steering Committee meeting in Brussels. *Deadline for the bids*, decision on the company/ person to do the research; possibly already with the researcher.
- 7 April 2009: Steering Committee meeting in Brussels. First draft of report to be discussed; first discussion on Conference.
- 18 June 2009: Steering Committee meeting in Brussels. Final draft version of report; final programme – invitations.
- 8 September 2009: Steering Committee meeting in Brussels. Final report – discussion on programme; discussion on call for tender second part (toolkit).

Time line project cont'd

■ **Conference** 4-5 November 2009

- Open invitation to the Industry/ Companies – TUs

Second phase

- 28 January 2010: Steering Committee meeting in Brussels. First draft of Toolkit.
- 25 March 2010: Steering Committee meeting in Brussels. Draft final toolkit.
- 27 April 2010: Steering Committee meeting in Brussels. Final report.

Funding of Project

- Project proposal submitted to the European Commission for funding (<80%)
- Budget heading social dialogue
- EPSU main organiser with Eurogas, EMCEF as partners
 - Next project this can be different
- Committee will judge the project
- Approval of Commission expected late October, early November 2008

Decisions needed

Composition of the Steering Committee
(November)

Employers (Eurogas): 4

Trade unions (EPSU/EMCEF): 4
+ representatives of the secretariat

When approved, publication of the tenders
Dates of meeting schedule/ Conference