Study on employment in the gas and electricity sectors

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Objectives

• A tool for the Contracting parties in drawing up and implementing Social Actions Plans.

• It should enable the European Commission and the Energy Community Secretariat to monitor the changes in the employment markets.
Expected results of the study

Analysis of the evolution of employment in the gas and electricity sectors and different areas of activities (generation, transmission, distribution, maintenance, mining, auxiliary services and services to clients) by structural features (type of employer, type of contracts, level of unionization, gender, age and education structures)
Employment in the electricity and gas sectors

- Developments in energy production and consumption broken down by individual WB Contracting Parties
- Overall employment evolution in the electricity and gas sectors starting from 2000 in the region as a whole and in individual countries as well as comparison with EU27, EU10
- Level of unionisation in the sectors
- Identify, where possible, groups of employees mostly affected by liberalisation

STATISTICAL SOURCES
- Labour Force Surveys of the WB Contracting Parties
- Registration data
Employment in the electricity and gas sectors

- No uniform source on employment in the electricity and gas sectors
- LFS started at different points in time across the WB Contracting Parties and allows only limited comparability (methodological changes, content)
- Incomplete reporting of qualitative data (gender, age, education, etc).
- Registration data differ by country
- Most comprehensive information available for Croatia, the least for Kosovo under UNSCR 1244/99, Albania and BiH

NEED FOR COMPLEMENTARY INFORMATION
- Qualitative employment data: gender, age, education, occupation
- Information on trade union density and collective bargaining in the electricity and gas sectors
Employment in the electricity and gas sectors

METHODS OF GATHERING COMPLEMENTARY INFORMATION

• Surveys among main stakeholders
• Analysis of Annual Reports (companies, regulators)
• Findings of International Organisations (e.g. IEA)
Impact on the quality of jobs

• Development, status and prospects of quality of jobs (job satisfaction, health etc) at the enterprise and sectoral level
• Analysis of skill composition of the work force, skill needs, training and retraining measures
• Analysis of equal opportunity and age management and promotion thereof
• Analysis of the current state of industrial relations and measures for improvement on enterprise, sectoral and national level (capacity?)
Expected results of the study

• Identify best practice cases of company restructuring
• Impact of restructuring and liberalisation on:
  ❖ quality of jobs
Corporate restructuring

- Companies response to restructuring needs (based on interviews)
- Focus on transparency and anticipation of the process: timely action, mechanisms monitoring/evaluating the process; long-term workforce planning
- Analyse the quality of social dialogue at company level (strengths of social partners) and partnerships with other relevant authorities at all levels, public employment services (PES), training institutions
- Identify examples of good practise
Questionnaires

Questionnaires for face-to-face interviews of:

– local electricity & gas companies

– Trade unions, employer federations

– Energy regulators, local politicians, other experts
The contractor

Vienna Institute of International Economic Studies (wiiw)

In cooperation with

Energy Research and Environmental Protection Institute (EKONERG)

And local experts (local universities)
Partners

• Zoran Kisić and Nenad Balazin, Energy Research and Environmental Protection Institute, Croatia
• Vojin Golubovic, Institute for Strategic Studies and Prognoses, Podgorica, Montenegro
• Avdullah Hoti, Faculty of Economy, University of Pristina, Kosovo under UNSCR 1244/99
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