

STAKEHOLDER ROUNDTABLE

Towards a Just Transition in France - Employment, Work and Environmental Transitions

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SciencesPo

Social–Ecological Transitions

ECOWELFARE

Sustainable Welfare and Eco-Social Policy Network

Co-organised by [The SET Initiative](#) (Sciences Po) and the [Sustainable Welfare and Eco-social Policy Network](#), this round table brought together experts, policy-makers, academics, social partners and civil society organisations. Its aim was to examine the challenges for employment linked to the implementation of a just transition. The initiative aimed to promote dialogue and the sharing of ideas and experience, as well as to strengthen strategic cooperation between academic, institutional and societal players.

SUMMARY DOCUMENT

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BACKGROUND: The issue of green jobs emerged during the 2008/2009 recession from a quantitative perspective. The aim was to assess the potential for job creation/destruction in order to complete the transition to low-carbon societies and to pursue green growth. A question now arises pertaining the quality of green jobs and the inequalities in access and working conditions. In the green economy, the inequalities between different social classes are widening. 80% of workers do manual labour and are employed in small businesses or local authorities. Precariousness and low pay are frequent in these manual jobs, and much less so among managerial workers. As much as the quantity, the quality of green jobs is essential to guarantee a fair and acceptable transition.

CHALLENGES

- **A classification of ‘green’ or ‘greening’ jobs harmonised at national and international level is needed**, as without this a comparative or qualitative analysis of these jobs is extremely difficult.
- **A binary analysis (green jobs-non-green jobs)** does not allow us to properly account for brown jobs that are in the process of greening, or jobs dependent on polluting practices.
- **The attractiveness, value and working conditions associated with green jobs are often inferior to those of other jobs.** The social partners are trying to

BEST PRACTICES

- New tools are emerging to better identify and define green jobs (notably via the [National Low Carbon Strategy](#) or the tool developed by [DARES](#) on green skills).
- [The Secretariat for Ecological Transition](#) is working to **build a bridge and harmonise concepts with the Ministry of Labour, Education and Vocational Training**, and has made it possible to identify the skills needed for the transition.
- Reflections on good practice in other countries are feeding into

RECOMMENDATIONS

- **Continue to empower the local level**, which lacks steering tools to bridge the gap between the employment needs for the green transition, skill needs and unemployment.
- A better territorialisation of these issues requires **better diagnostic and anticipation tools**, and the setting up of collective discussions on the transformation of employment, which could be held through regional COPs.
- **The culture of the area must also be taken into account**, its

get to grips with these issues, but changes remain limited.

- The protection of workers in the face of job restructuring must **take account of climatic hazards as much as of the risks of the green transition.** We need to develop a fair transition, so that it is acceptable, despite very heterogeneous impacts that vary from sector to sector.
- **The greening or introduction of new environmental regulation requires work to be reorganised, new ways of doing things to be learned, and a normative coherence to be found.** This can be demanding for workers. While changes are more easily accepted when they are deliberate, the time and space for deliberation is not always available in all sectors.

discussions on improving the protection of workers in the face of transition policies. The cases of New Zealand and South Africa are noteworthy.

- **New solutions are emerging to better protect workers in the face of climatic hazards**, such as unemployment guarantee during extreme weather events and the regulation of working conditions to deal with the risk of heatwaves.
- **In some sectors, social dialogue and deliberation have led to better integration of new professional practices** in a context where work is becoming increasingly complex.

economic model, its history, in order to adjust the support measures to the needs and representations of the inhabitants, and to strengthen the acceptability of the transition.

- **Strengthen industrial democracy and the weight of the social partners** in order to improve the funding of training, and the deliberation of new environmental standards within companies.
- The trade unions are calling for more resources to implement **the social rights enshrined in the Green Growth Act and the Climate Resilience Act.**

LIST OF PARTICIPATING ORGANISATIONS¹

- Agence de la transition écologique (ADEME)
- Centre d'études de l'emploi et du travail (CEET)
- Centre d'études et de recherches sur les qualifications (CREQ)
- Confédération française démocratique du travail (CFDT)
- Confédération générale du travail (CGT)
- Direction générale de la cohésion sociale (DGCS)
- France stratégie
- Inspection générale des affaires sociales (IGAS)
- Laboratoire interdisciplinaire pour la sociologie économique (LISE)
- Ministère de la transition écologique
- Réseau Action Climat (RAC)
- Sciences Po

¹The statements in this summary document shall not be taken as the official positions of any of these participating organisations. The document rather summarizes different participants' heterogeneous points of view.