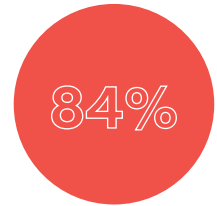


# Mobilising *employers* and labour to *make ecological planning a success*

PASCAL MAYOL AND CLAIRE TUTENUIT

To tackle the climate emergency and the collapse of biodiversity, France has written ambitious targets with tight deadlines into **law**. For example, the country must cut its greenhouse gas emissions in half by 2030 compared to 1990, **which means a reduction of 5% a year** over the next several years. The transition must be planned and mobilise every industry and activity.

**The government has implemented planning to make the ecological transition.** It underpins a profound renewal of **employment and work issues**. While ecological planning is an opportunity to restore the meaning of work by striving for a collective, shared and vital cause, mobilising the players, their skills and their creativity is a condition for its successful implementation. To meet the challenge, the General Secretariat for Ecological Planning (SGPE) has begun an in-depth study of employment issues, with a quantified estimate of certain industries' needs. However, there is still much uncertainty **in some key industries such as agriculture and construction**. In addition, it appears necessary to move away from a purely industry-based approach to ensure consistency and provide a complementary, cross-cutting perspective.



**of working people want their jobs to address the climate challenge**

This notice was jointly drafted by the Environment Committee and the Labour and Employment Committee.

It takes a realistic approach, particularly with regard to the financial aspect, and assesses what is practically possible. The emergency is here. To respond, **all the stakeholders must be mobilised**, reconciling the necessary adaptation, mitigation, restoration of nature and democratic debate.

## THE RAPPORTEURS

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## Key actions to mobilise labour and management to make ecological planning a success

NOTICE:

### 1 SET UP A NATIONAL MULTIPARTITE STEERING COMMITTEE

→ **Why? Right now, there is no body to define quantifiable goals and coordinate tools. A steering committee is necessary to successfully coordinate the working world and ecological planning and to ensure clarity.**

→ **By whom?** The General Secretariat for Ecological Planning (SGPE) has a specific goal: to achieve consistency by referring matters to the relevant consultative bodies in order to harmonise approaches and prioritise planning tools.

### 2 TAKE ACCOUNT OF THE SKILLS REQUIRED FOR THE ECOLOGICAL TRANSITION IN ALL PROFESSIONAL QUALIFICATIONS AND TRAINING COURSES.

→ **Why? Professional certifications are reviewed every five years. Acting on their content requires systematically transforming all professional qualification training programmes. Today, only 2% of certification reference systems include skills focusing on the ecological transition.**

→ **How?** By systematising and accelerating inclusion of the ecological transition in vocational diplomas and qualifications and mobilising everybody involved in certification and in initial and continuing vocational training to address this challenge.

### 3 MOBILISE THE REGIONS AND COMPANY AND INDUSTRY LABOUR-MANAGEMENT DIALOGUE AT LOCAL LEVEL

→ **Why? The ecological transition has professional training and retraining ramifications that can be measured at the local area and activities level.**

→ **How?** As part of the State-region plan contracts, the regions can play a leading role in ecological planning. The regional Conferences of the Parties (COPs) should define their own greenhouse gas reduction and biodiversity protection targets. Each region and the Regional Committees for Employment, Training and Professional Orientation would then coordinate the implementation of these goals in vocational training policy and the forward-looking

territorial management of employment and skills (GPECT). The links between work and the environment must also be addressed at the various labour-management dialogue, company, industry and local levels. Joint training courses for managers/HRDs and employee representatives would give everybody involved in labour-management dialogue the same level of knowledge on these issues, thereby facilitating decision-making towards the transition.

### 4 ENHANCE THE APPEAL OF ECOLOGICAL TRANSITION CAREERS

→ **Why? Many of the professions beset by labour shortages are also transition jobs. They must be made more appealing and less gendered, in particular by fighting stereotypes.**

→ **How?** By organising and guaranteeing the second parts of careers for difficult professions and affirming job quality goals taking the six dimensions defined by France Stratégie into account: remuneration; working conditions; employment conditions; working hours and work-life balance; access to training and career prospects; collective representation and labour-management dialogue.

### 5 HELP PEOPLE CONTRIBUTE TO THE SUCCESS OF ECOLOGICAL PLANNING

→ **How? Individual career paths must be taken into account in ecological planning. The Conseil en évolution professionnelle (CEP) must be given greater powers to help working people upgrade their skills and change professions.**