

# European wind energy manufacturing industry: ensuring green and decent jobs

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# Strong manufacturing a prerequisite for sustainable low carbon strategies

- Current economic, industrial and social situation
  - Simultaneous impact of the financial crisis on multiple manufacturing industries
  - Longer term energy and raw materials crisis
  - Endemic existing skills gaps and problems associated with demographic change
  - Industrial restructuring stimulated by strong climate and environmental policy objectives (20/20/20 2020: 80% by 2050)
  - International competitiveness (esp. related to growth of BRIC/BASIC)



# Sectoral Synergies and Challenges



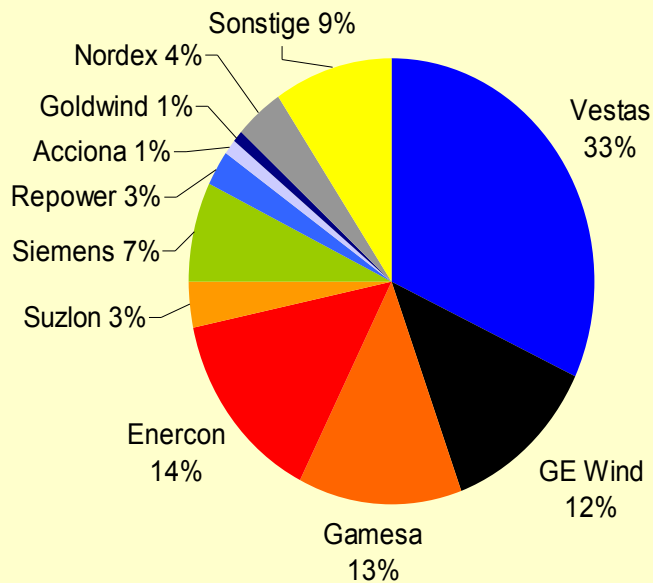
The boom in offshore wind parks, the economic crisis and innovation increase inter-sectoral synergies

Many projects are based on the combination of different RES technologies and the maintainance and monitoring is based on ICT (Smart Grid Systems)

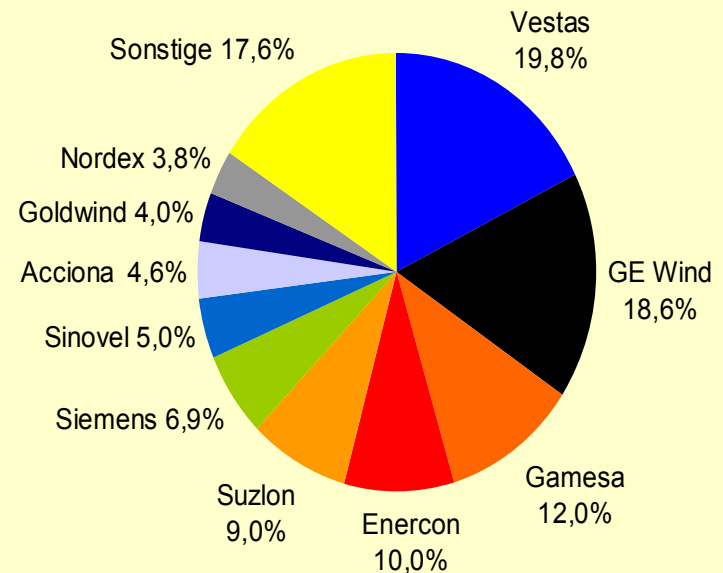


# Main players in global market

**Welt-Marktanteile der größten Turbinenhersteller im Jahr 2006**



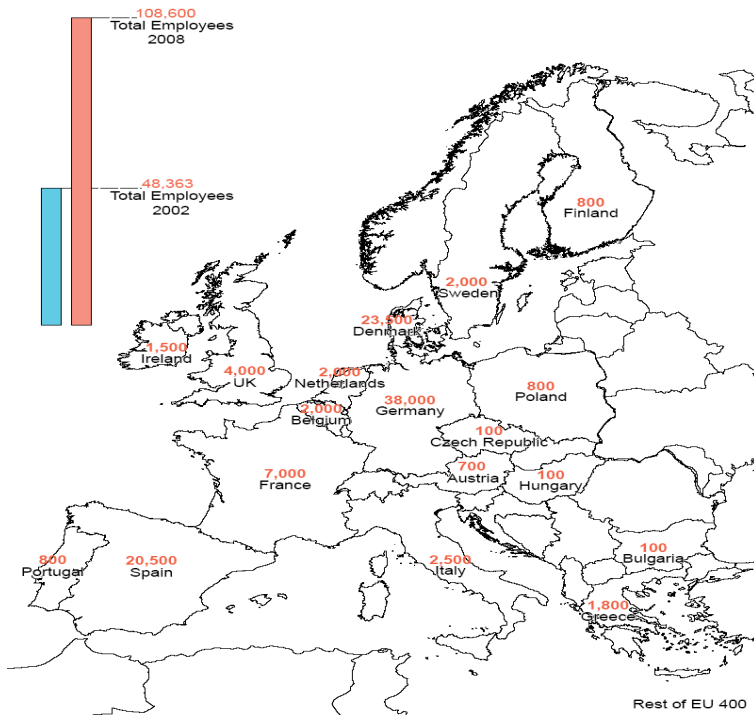
**Welt-Marktanteile der größten Turbinenhersteller im Jahr 2008**





# Scope of EMF-PCG study

Direct employment from wind energy companies in European Countries 2008



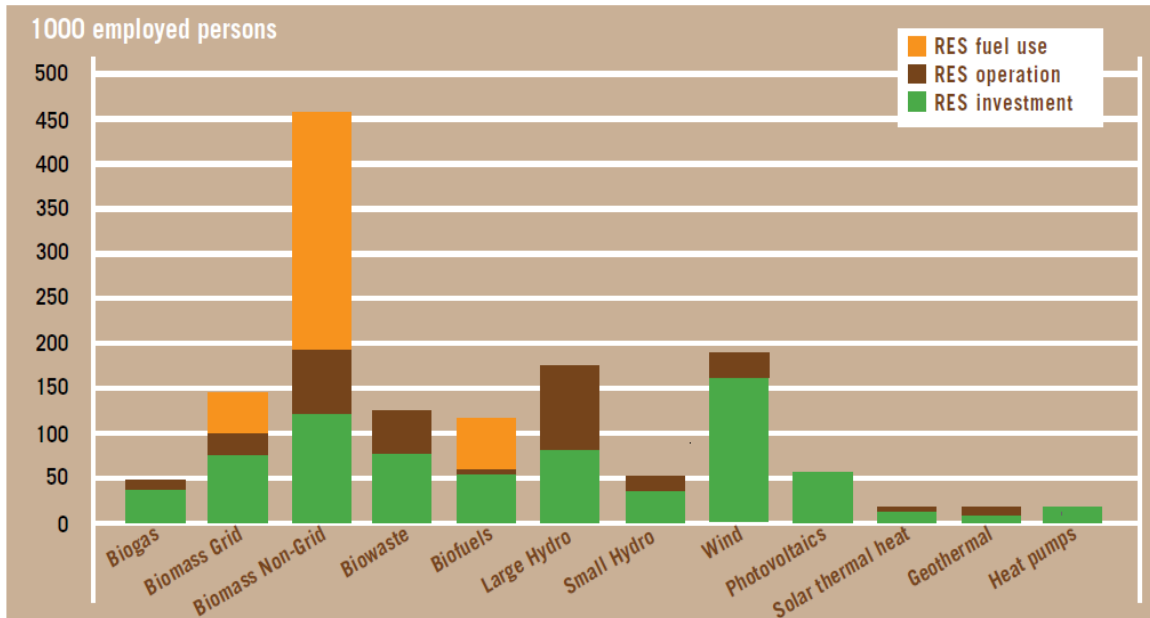
The study includes country reports on France, Spain, Germany, Denmark and the Netherlands.

Denmark, Germany and Spain provide 80% of employment in the sector in Europe and their companies cover around 2/3 of European markets.

France and the Netherlands were included in the study to incorporate information on countries with fewer wind energy production sites.

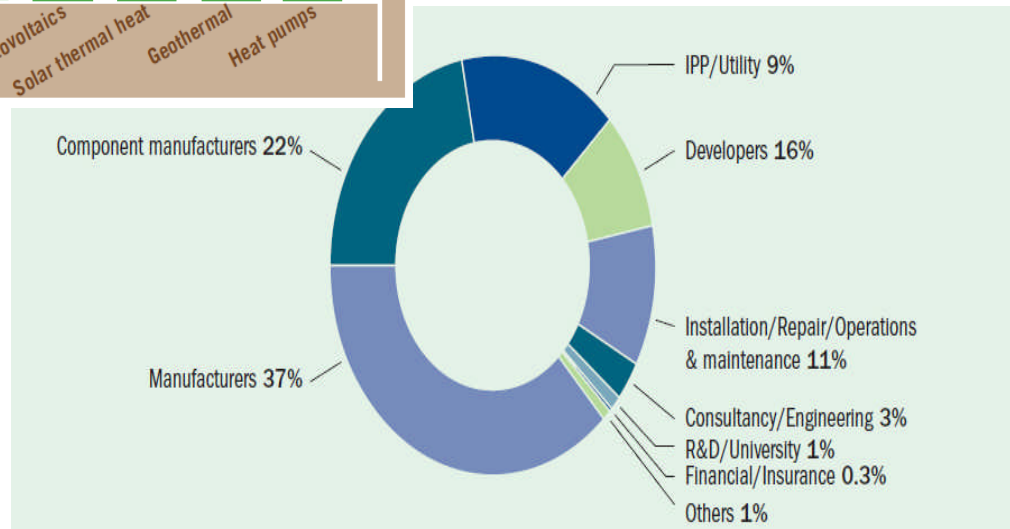


# Sector employment breakdown



Source: EMPLOY-RES study 2005

Source: EWEA



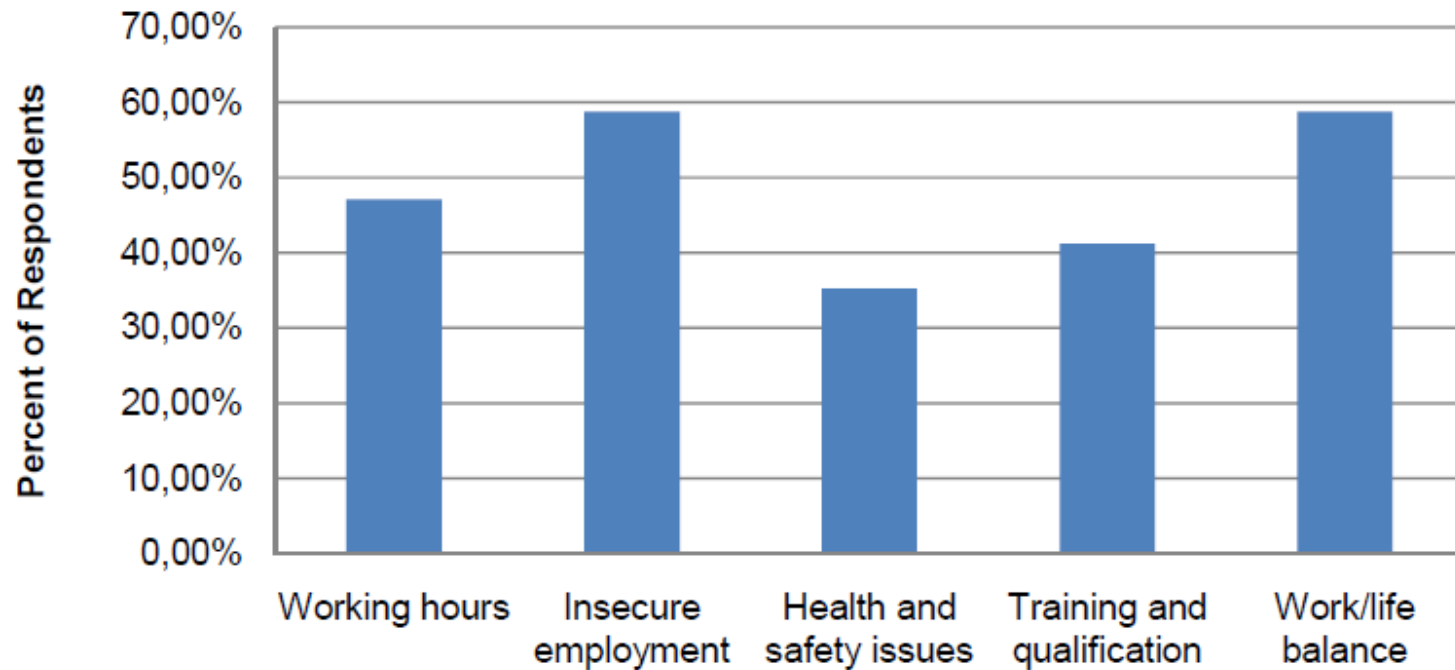
# Quality of work

- Insecurity for workers is high in the sector.
- Large numbers are not covered by collective agreements (e.g. 60% of the sector in ES – meaning individual T&C apply)
- Rapid expansion of companies resulted in increased numbers of temporary agency workers and sub-contractors (training, health and safety, etc.) – in some cases over 60% of workforce
- Skill and labour shortages are endemic – with a knock-on effect on working conditions



# Working conditions

**What are the three main issues workers struggle with in your company?**





# Strengthening worker representation

- Currently only Vestas has a EWC – the aim of the EMF project is to support the development of EWCs in other companies
- The quality of worker representation is largely determinate on the national framework – predominance of plant level IR
- Some players have negative industrial relations cultures (anti-union behaviour)
- Much work focused on ensuring worker representatives are able to fulfil their role (training) and building networks



# Impact of the crisis

- Heavy impact on orders
  - Suppliers particularly hit: decline in orders in DE of 40%
  - Role of temporary unemployment/short-time/etc. (up to 30% of workforce on average in DE)
  - Increasing temporary workforce – making training a key issue in the companies
- Plants working at 60-100% capacity in 2009 (distinction onshore and offshore turbine production)
- Prominent plant closures but wider sectoral consolidation
- Growth and investment elsewhere globally
- Importance of maintaining R&D spending and activities whilst promoting European demand

