European Trade Union Confederation (ETUC)
Confédération européenne des syndicats (CES)

European Social Partners dialogue on Climate change 13 May 201

ETUC discussion document

1. To ensure a just transition to a low carbon economy must be key for the European Union

The Cancun agreement, in its chapter entitled "A shared vision for long-term cooperative action," says that the Conference of the Parties

> *« realizes that addressing climate change requires a paradigm shift towards building a low-carbon society that offers substantial opportunities and ensures continued high growth and sustainable development, based on innovative technologies and more sustainable production and consumption and lifestyles, while ensuring a just transition of the workforce that creates decent work and quality jobs ; »*

For the ETUC, the 5 pillars of Just Transition to a low carbon Europe are:

- Consultation between Government and key stakeholders, including representatives from business, trade unions, local government and regional bodies and voluntary organisations.
- Green and decent jobs through investments in (new) low carbon technologies, in R&D and innovation.
- Green skills: Government-led, active education/training and skills strategies for a low carbon, resource efficient economy.
- Respect for labour rights and human rights: democratic decision making and respect for human and labour rights are essential in order to ensure the fair representation of workers' and communities' interests at the national level.
- Strong and efficient social protection systems.

Europe today needs integrated responses to tackle the environmental challenges facing it, guaranteeing its population quality jobs and the maintenance of social protection systems within the Member States.

Ensuring the implementation of Just Transition in Europe requires urgent, multi-layer action within which a general mobilisation is imperative.

This is why the ETUC welcomes the setting up of a high-level forum involving a dialogue between the European social partners and the various Commission services around the question of the transition to a carbon-lean society.

The forum should make it possible:

- **To develop transversal strategies and objectives for all European policies;**

- **To determine what the obstacles are within the European regulations (internal market, competition, European half-year);**
- **To uncover new funding streams and test existing ones;**
- **To exchange good practices;**
- **To inspire other regions at the global level.**

To launch this new forum's work, the ETUC proposes, on the basis of its members' good practices, the development of a European framework with a view to safeguarding the conditions for Just Transition via the following measures:

- ✓ **help anticipate socio-economic transitions,**
- ✓ **identify the associated qualifications and occupations necessary for a low carbon, resource-efficient economy,**
- ✓ **encourage the greening of the economy as an opportunity to promote the gender equality on the market,**
- ✓ **ensure the reform of education and training systems accordingly,**
- ✓ **coordinate with existing instruments such as sectoral councils**
- ✓ **commit itself to the challenges of industrial restructuring with which the new member states are confronted**
- ✓ **Strengthen dialogue between the social partners and the public authorities to ensure that all the above objectives can be achieved[1].**

Our expectations are to make of this high level dialogue the European framework we are demanding, which is crucial for the ETUC in order to move towards a sustainable low carbon economy while ensuring a just transition creating decent work and quality jobs. This initiative must be reflected in similar consultations at Member State level.

We were pleased to read in the Cancun agreement that these objectives are shared by 200 worldwide governments, including the European Union.
It is now time to organize at European level the means of implementation to ensure concretely this just transition. This is one of them!

2. Social dialogue on restructuring and green issues is key for the EU and needs to be supported by the EU

The ETUC is convinced that a just transition to a low carbon economy requires social dialogue anticipating and managing restructurings resulting inter alia from the greening of the economy, and creating more sustainable workplaces as well as career crossovers to help workers from sectors that are shrinking to find quality jobs in expanding sectors.

As a Eurofound study points out[2], an interesting example of social dialogue on restructuring, which resulted in the conversion of production at a plant manufacturing white goods to the manufacture of alternative and sustainable technology is the following, in **Italy**:

[1] see the resolution of October 2009 at www.etuc.org/a/6594 for further details

In 2008, the Swedish-owned Electrolux Group announced that, due to the decline in sales of electrical appliances – particularly refrigerators – it had to close its plant at Scandicci in the northwest Italian province of Florence, resulting in 450 redundancies, and to downsize its plant at Susegana in the northeastern province of Treviso, reducing the number of workers by 330 persons. Later in 2008, an agreement was signed between the management of Electrolux Italia and trade unions, providing for the sale of the factory at Scandicci to the company Energia Futura and for the change from the production of small refrigerators to the production of solar panels and wind vanes, hiring at least 370 of the 450 employees working at the plant. This agreement also anticipated the relaunch of production at the Susegana plant, by aiming to manufacture medium-high quality products.

The Spanish Social Dialogue Boards initiative is a clear example of tripartite exchange on environmental issues. These meetings deal periodically with climate change mitigation measures.
The creation of these boards was developed by law, which lists their functions, composition and operation.

Eight social dialogue boards were created, one central and seven representing the sectors with the most intensive emissions, which should reduce them according to European regulation (electricity, refineries, iron and steel industry, coke stoves, cement plants, ceramics and paste, paper and cardboard). One more board was added in 2007 for diffuse emissions, although the sector is not included in the emission trade goals, but it is listed in the Kyoto protocol as responsible for 55% of Spanish emissions (transport, households, commercial and institutional activity).

The three parties involved in social dialogue (government, trade unions and employers) see the discussion boards as a useful tool to obtain information in order to improve the understanding of the existing problems and facilitate the exchange of concerns and demands of social partners regarding the reduction policies in industrial sectors.

Meanwhile, trade unions consider that these boards should be improved into decision bodies, while employers organizations prefer to maintain them as an exchange and reflection tool, but not as a space for developing measures. The government insists on the lack of resources to take on an additional workload and subsequently to carry out comprehensive studies on employment.

Another interesting example is the creation of the Lindoe Offshore Renewable Centre (LORC) in **Denmark**, driven by private enterprises, the regional communities and professional organizations concerned, in cooperation with the social partners. The LORC is a research and development centre where the technologies associated to offshore wind energy can be tested and produced. The vast majority of the funding is private, but the programme has also received some public funding, for example for retraining for staff from the Lindoe shipyard. Through the years there are very good examples from Denmark in retraining workers from the shipyards to work in the wind turbine industry.[3]

[2] Eurofound (A.Broughton), Greening the European Economy: Responses and Initiatives by Members States and Social Partners, 2009, p 17
[3] http://www.investindk.com/visNyhed.asp?artikelID=23352

The exchange of information about good restructuring practices must be facilitated at the European level.
These good practices should also be supported by a reinforced dialogue between the social partners and the public authorities through this high level European body which should:

- ✓ **receive sustainable development impact assessments of possible restructurings**
- ✓ **participate in the definition of the specification of required legislation to facilitate the implementation of good restructuring practices**
- ✓ **participate in their implementation and follow up**
- ✓ **catalogue the areas at risk across all sectors**
- ✓ **coordinate with existing instruments such as existing councils**
- ✓ **prioritize areas of action by integrating economic and social policy perspectives**
- ✓ **develop means of professional and territorial transition as part of a developed social dialogue**
- ✓ **respond to socio-economic warnings coming from social partners**
- ✓ **commit itself to the challenges with which the new member states are confronted**

3. Social dialogue on skills needs and education and training programs, including social partners and trade union programs, is key for the EU

More than the process of job creation or destruction, the transition towards a low carbon economy will transform existing jobs across all sectors of activities and will depend mainly on improving existing skills, as demonstrated by the studies conducted for the ETUC in 2007[4] and 2009[5], and as recently confirmed by the CEDEFOP[6].
Skills gaps are already experienced today and could hinder the implementation of promising and more sustainable technologies, products and services.

The path towards a sustainable economy and the transition to jobs that are more respectful of the environment are closely tied to

- ✓ an effective social and employment policy leading in all sectors to development, recognition and validation of new qualifications and skills of the workers for sustainable production and consumption
- ✓ education and training factoring in environmental aspects such as the promotion of energy efficiency and sustainable development, and promoting behaviour changes
- ✓ Substantial investments in educational and training systems, including trade union programs, as well as in the field of research and development and innovation.

Trade unions are already organising education and training programs in several Member States, contributing to the implementation of the transition to a low carbon economy.

In **Denmark** for example, "the social partners participate in the Council of vocational education at national level, which devises the various vocational training programmes and

[4] See www.etuc.org/a/3673
[5] See www.etuc.org/a/7586
[6] Briefing note « skills for green jobs », July 2010

approves the various types of certification, including the new so-called 'green' or 'low-carbon' industries where the social partners monitor the various climate-energy standards and legislative instruments. It also adapts the certification arrangements for vocational training in a way that is appropriate to these issues."[7]

In **Portugal**, **"**two consultation bodies have been set up on training-related questions: the Vocational Training Council and the National Skills Agency. Each complements the other's actions. The Council is tasked with evaluating and establishing the broad objectives and major directions in the field of training; the Skills Agency, created in 2007 by a tripartite agreement on the vocational training system, is more pragmatic and brings together the sectoral commissions whose role is to keep a permanent watching brief, anticipating labour market demand. This agency has a tripartite governance structure. This representation of the social partners must enable the emerging vocational profiles to be identified: new skills, jobs that are disappearing, jobs that are being created and developed, lower-cost transition for workers.
The social partners are aware that the introduction of a more active social dialogue on employment issues would make it possible to gain a better assessment of the supply in terms of training and the development of the requisite skills, but equally to define the financial compensations for the jobs lost due to the transition to the low-carbon economy."[8]

Two projects are also worth mentioning:

- The European Project EPMEC/Grundtvig (Popular Education as a method for a Citizens' Europe/Grundtvig – Lifelong Programme of Education and Culture).It is a Project involving social partners and associations from Belgium, France, Rumania and Portugal, consisting of the elaboration of a Pedagogic Toolkit on Citizenship and 4 areas of intervention. One of its parts concerns "Workers and Sustainable Development", in which climate change is addressed.

- The European Project APENACH: The Project involves several Universities and Trade Unions from Belgium (CSC), France (CFDT), Italy (CISL), Malta (GWU) and Portugal (CGTP-IN). It includes a study of experiences in company restructuring and sustainable development and the elaboration of a Vademecum with clues for bargaining and training actions. The APENACH Project intends to disseminate, in the European Trade Union world, strategies and practices that are adequate to anticipate and manage restructuring, through study and research. In Portugal, the study concerns the Textile and Footwear sector and the Porto Higher Institute of Social Security. The CGTP-IN is responsible for coordinating the elaboration of the Vademecum.

In **Bulgaria**, a project entitled FSE « Competence Assessment System » is implemented by the social partners. A project by the Bulgarian Industrial Association (BIA), with funding from the European Social Fund and in partnership with the trade union confederations CITUB and

[7]Joint study by Syndex for the european social partners, initiatives involving social partners in Europe on climate change policies and employment, draft summary report, February 2011
[8] Initiatives involving social partners in Europe on climate change policies and employment, Joint work programme of the European social partners, February 2011, p. 58

Podkrepa, has concerned the evaluation of workforce skills[9]. Almost 2,000 companies were questioned under this project. One of the objectives was to evaluate green jobs at sectoral and regional levels.
The trade unions participate actively to the project "Competence Map" and are represented in the consultative Council.

In **Germany**, the purpose of the "Network Resource Efficiency" is to put in place action plans to develop resource efficiency in the industrial sector (energy and raw materials) and thereby to contribute towards the greening of industry. They include the aspects linked to the needs for skills and vocational education/training.
Under this initiative, the DGB and its member organisations, in cooperation with the Environment Ministry (BMU), launched and carried out some programmes to train members of works councils and employees about resource efficiency, primarily in the aluminium industry, involving the trade union organisation IG Metall and the German association of aluminium producers GDA. The Environment Ministry (BMU) participates in the debates, whose main aim is to swap experiences of good practices for the sake of improving energy efficiency in the aluminium industry, from production to recycling. [10]
In another area, a similar experiment was likewise initiated by the HBS (Hans-Böckler-Stiftung/Foundation) and rolled out across the plastics industry jointly by the trade union organisation IG BCE and the association of employers in that industry (GKV).[11]

Important training programs have also been established in the framework of the implementation of the housing renovation programme of the Alliance for Work and Environment.

In **Romania**, the "Euroneff" project[12] involves a number of European partners (Romanian BCC sector employers' association, German, Danish, Spanish and Dutch partners). Its aim is to define the needs in terms of training on energy-efficiency technologies (legislative frameworks, technical elements, etc.) of enterprises in the sector, and the publication of a guide on energy efficiency and the renovation of old buildings (intended for trainers and teachers in vocational colleges and based mainly on experiences in Germany and Denmark)[13], which should then be adopted in light of the specific features of each country. The project is scheduled to run for two years (2008 to 2010). This project however lacks financial resources while it would be necessary that this type of project could develop further.

In the **United Kingdom**, the Government has established a high level, tripartite Green Economy Council, which has oversight of proposals for a "Green economy roadmap", a low carbon skills strategy and other low carbon initiatives. Unionlearn, the TUC's learning service provider, is a partner in the UK Government's project to develop a skills strategy for a low

[9] www.competencemap.bg
[10] Initiatives involving social partners in Europe on climate change policies and employment, Joint work programme of the European social partners, February 2011, pp 22-23
[11] Initiatives involving social partners in Europe on climate change policies and employment, Joint work programme of the European social partners, February 2011, p 23
[12] http://www.euroeneff.eu/
[13] http://www.cmc.org.ro/index.php?option=com_content&view=category&layout=blog&id=52&Itemid=202

carbon, resource efficient economy. The Green economy roadmap is expected in spring 2011.
Unionlearn's role is due to include coordinating union input in to the low carbon skills strategy; the development of Guidance for union representatives on the UKCES and Sector Skills Council (SSC) Boards; work with SSCs to deliver "environmental awareness (or literacy)" provision, including the development of 'green inductions' for all employees; delivering development sessions in all Unionlearn regions; developing modules on environmental literacy; input in to development of green careers advice; and supporting the development of locally-based greener workplace/skills initiatives with local stakeholders (employers, training colleges, local authorities, unions, ngos and others).

The European Union should support the development of projects related to education and training, in particular in the least advanced Member States, and should support good practices initiatives in order to generalize them across the European Union.

The ETUC is convinced that the European Union should, through a strengthened dialogue between the social partners and the public authorities, at every level and inter alia at the European level through this high level dialogue:

- ✓ **Set in place the conditions for achieving an exact evaluation of the current situation in terms of employment and skills needs by Member states and by sector, under the coordination of the European commission, with a view to the climatic imperatives.**
- ✓ **Anticipate future socio-economic transitions**
- ✓ **Identify the associated qualifications and occupations needed**
- ✓ **Ensure the reform of education and training systems accordingly**
- ✓ **Encourage the greening of the economy as an opportunity to also promote gender equality on the market**
- ✓ **Identify the relevant certifications and legislations needed**
- ✓ **Manage green skills and jobs effectively through social dialogue at every level**
- ✓ **Define and implement European instruments allowing for forward looking management of jobs and skills, such as a European Jobs and Skills Observatory dedicated to climate and energy challenges and to facilitating the implementation of the climate-energy package, to be integrated into the European commission initiative "New skills, new jobs".**

In this way, the European commission will be in a position, together with the Member States and the social players, to define the needs and resources necessary for the implementation of the transition to a low carbon economy in Europe.

4. Sustainable partnerships and initiatives are key and need to be supported and not hindered by the EU

The ETUC is convinced that projects promoting the transition to a low carbon economy are best developed when adopting a sustainable development approach. This may involve partnerships between a wide range of stakeholders.

Several good practices examples are worthwhile mentioning here:

The Alliance for Employment and Environment in Germany, initiated by the DGB in 1998, and involving a wide range of stakeholders, had several objectives: [14]

- to renovate 300,000 apartments/year;
- to create and/or preserve 200,000 jobs;
- to reduce CO_2 emissions by 2 million tonnes per year;
- to drive down energy bills for tenants and landlords;
- to reduce the State debt by a minimum of 4 billion dollars, by reducing the costs of unemployment and increasing tax revenue;
- To reduce the country's dependence on fossil fuel imports.

The federal government put 1.48 billion Euros into funding this action plan between 2001 and 2005, and 6 billion Euros per year between 2006 and 2009. Moreover, taking into account the total of the realized credits, over 21 billion Euros were made available between 2001 and 2008 to allow this plan to be effective to the height of 36 billion Euros. The action plan resulted in 71 billion Euros investments over 10 years. The 2009-2010 anti-crisis packages reinforced that plan while the austerity measures taken for 2011 reduced budget made available for it.

This project has had positive effects. First of all, the development of new technologies allowed for the emergence of new markets. Following that, positive effects were observed in cities where neighborhoods appear as more dynamic, better organized and more sustainable. This initiative allowed for the creation of many green jobs, mainly in the fields of handicrafts, construction (…) but also in the production of many products (insulating glass, thermal insulation materials), and finally, green jobs have emerged in certain activities such as architecture, consulting and engineering. This program has helped renovate more than 2.4 million apartments, inducing a reduction in CO_2 emissions of 1 million tons in 2006 and 1.5 million tons in 2009. It also helped create 221,000 jobs in 2008 and 340,000 jobs in 2010[15]

> ***"The PFE Programme,[16] an initiative launched by the Swedish Energy Agency in January 2005***
>
> The context*: this programme was put in place in response to two essential requirements: the first concerns the reduction of CO_2 emissions and the second relates to rising electricity prices[17]. The initiative is being conducted by the State in coordination with the Swedish Energy Agency.*
>
> The objective*: to encourage energy-intensive industries to improve their energy efficiency through the use of incentives[18]. The incentive measures offered as part of this programme are reductions in the level of energy taxes.[19]. Although industry was fairly reluctant at the outset, it quickly took up the project since it offers an attractive return.*

[14] Initiatives involving social partners in Europe on climate change policies and employment, Joint work programme of the European social partners, February 2011, pp 23-24

[15] DGB and BMU (Federal Environment Ministry)and Syndex; Initiatives involving social partners in Europe on climate change policies and employment, Joint work programme of the European social partners, February 2011, pp 23-24

[16] The programme for improving energy efficiency in industry.

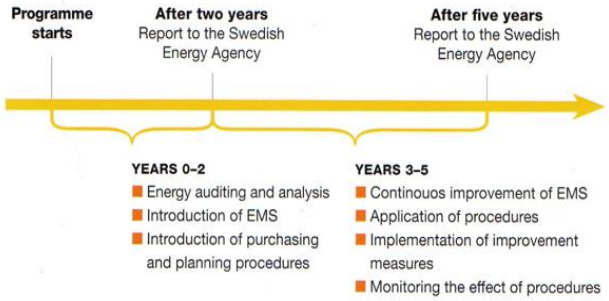
[17] Electricity prices have been rising for years, after previously being the world's lowest.

[18] Through improvements to existing equipment and planning the installation of new equipment.

[19] This reduction compensates for the existing electricity tax of 0.5 M/Wh.

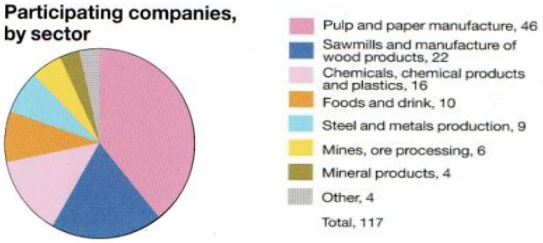
Functioning of the programme*: it is based on a long-term agreement that involves the Swedish government, energy-intensive industries and trade union organisations. The programme has been implemented over a period of five years. The experimentation period has ended but the second phase has not begun yet.*

The following diagram presents what enterprises were obliged to accomplish during the five years of the programme. See details ([20]).



Prerequisite conditions for participating in the programme*: the PFE is a voluntary programme to improve energy efficiency. To participate, industrial undertakings must use electricity in the manufacturing process. They must also be energy-intensive[21] and must satisfy the economic conditions required for being part of the programme. In practice, participants in the programme are limited to large energy-intensive industries in the paper and pulp sectors, sawmills, chemicals, agri-food, steel and mining industries.*

Number of companies: *at the outset, 98. Another 19 undertakings joined the project during the first phase, bringing the total number of participating industries to 117 (i.e. 250 plants). See details ([22]).*



Project monitoring and follow-up

The Swedish Energy Agency *is responsible for programme monitoring and follow-up. It also provides advisory services to help participating companies with implementation.*

The Programme Board, *set up in April 2005, is made up of representatives of the State, enterprises, trade union and employers' organisations and research centres. The board is both a consultative and control body and it meets four times a year.*

The Swedish Taxation Board, attached to the Ministry of Finance, has the authority to allocate or annul tax reductions offered to companies that participate in the programme.

The programme's track record

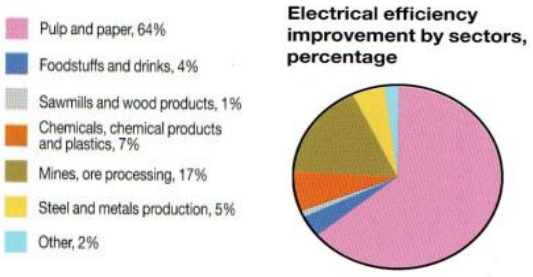
The first reports were drawn up in autumn 2006 and the initial results are very promising.

[20] http://ies.lbl.gov/iespubs/PFE.2007.pdf – Two years with PFE.

[21] The industry's energy costs must account for at least 3% of turnover and/or at least 0.5% of its added value must be covered by a tax on CO_2 and/or on SO_2.

[22] www.energimyndigheten.se – Two years with PFE.

After only two years of existence, more than 900 improvement measures had already been put in place or were being organised. For now, these measures have cost the companies a total of 110 million euro. Most of these measures have also presented a very fast return on investment (an average of two years). They have also resulted in electricity savings of around 1 TWh/year[23], for a total of 55 million euro. In addition to these direct savings, the companies have received a tax reduction in the average amount of 17 million euro per year and per company for their participation in the project. In 2010, the objectives were met at the 200% level.



The energy audit and the energy management system help to put energy savings issues at the heart of the concerns of both employers and employees, in particular through training programmes.

This programme is considered a success not only by the social partners, but also by the public powers and NGOs. However, its continuation depends on two factors. First, in the absence of State support, companies will not invest. Second, the programme depends on what happens in Brussels, particularly in connection with the project for revision and harmonisation of State aid for environmental protection, governed by the EU guidelines of April 2008 (2008/C82/01)."[24]

Another interesting partnership in Sweden is the project on "**Building in wood**" which was initiated from a discussion that the GS Union (The Swedish Union of forestry, wood and graphical workers) started with their employers ten years ago. Although Sweden is a country of forests, a history of many burning wooden towns created around 1880 a regulation saying that apartment blocks should be built in stone which later on became concrete. However, as the today's technology offers safe building constructions in wood also for apartment blocks and public buildings, the discussion between the social partners resulted in this wood building project. A certain "Build in wood" office was established which today is supported by both industry and the government and with a former trade unionist as chief. The work is focused on lots of information activities in order to raise awareness of wooden constructions and their advantages regarding both costs and climate within the whole building sector. This work has contributed to raise the use of wood in building constructions from 1% to 15% in apartment blocks today, which also means that a considerable carbon sink is created. The use of 1m3 wood in buildings corresponds to a reduction of 2 tons of CO_2, compared to traditional building.

[23] According to the Agency's calculations, this is equivalent to an emissions reduction of 0.5 to 1 million tonnes of CO_2 per year.

[24] Initiatives involving social partners in Europe on climate change policies and employment, Joint work programme of the European social partners, February 2011, pp 71-72

For the ETUC, it is of crucial importance to avoid that decisions at European level do not hinder the objectives of moving towards a sustainable low carbon economy.

The first Swedish example shows that decisions on State aid rules might threaten the project.

Austerity measures at European level hinder promising projects as well, such as in the case of the German Alliance for Work and Environment, and postpone costs of moving to a low carbon economy to the future, ignoring the fact that postponing will also mean higher costs in the future, which is not a sustainable approach.

Legislative initiatives must also usefully support the transition to a sustainable low carbon economy, such as a tax on financial transactions or euro-bounds, or fiscal harmonization.

For the ETUC, these aspects would have to be discussed as well on a regular basis between social partners and the European commission, through this high level dialogue.

5. Technological platforms with participation of trade unions are key for the European Union

The ETUC is convinced that European technology platforms developing low carbon technological products and processes are key and should ensure the participation of trade unions in their governance systems.

A good practice and unique example is the ULCOS (Ultra-Low CO_2 Steelmaking), technological platform involving the social partners in its governance at European level (EUROFER representatives and an EMF representative participate to the steering committee). It is a R&D project in the framework of ESTEP (European Steel Technological platform): demonstration and diffusion of pilot projects with the objective of reducing at least by half the CO_2 emissions per ton of produced steel. A public-private partnership system (50-50%), mobilizing 47 steel and non-steel actors, was established to ensure the financing of this programme.

European technological platforms involving social partners should be encouraged and supported by the European Union.
They should take into account, in their task forces, sustainable development impact assessments to be performed for this high level instrument, as well as the evaluations and proposals discussed there accordingly.

An international fund and an European fund should be created to facilitate R&D and the development of green technologies, technology transfers to the developing countries and the development of employment policies, to be supported by this high level instrument, based on social protection, the promotion of decent work and public services.

6. Every workplace can be a green workplace: A green workplace strategy for the EU is key

This briefing urges the Commission to swing its resources and support behind an EU-wide green workplace programme, designed to capture the imagination and commitment of working people, their unions and employers. The drive to greater energy and resource efficiency at work is key.

The energy efficiency strategy would, we believe, shift to a new level with an EU green workplace standard programme, whereas currently the EU's Communication makes no reference to the workplace, employees, or to behaviour change at work.

The EU's 2050 Roadmap acknowledges that the EU is "currently on track" to meet two of its three 20/20/20 targets, "but will not meet its energy efficiency target unless further efforts are made." With current policies, "only half of the 20% energy efficiency target would be met by 2020."

Achieving a 20% cut in emissions through inter alia saving 20% of energy consumption by 2020 is crucial and should be prioritized. This suggests redoubled efforts are required.

The Energy Efficiency Plan 2011 sets out a range of new initiatives and strengthened initiatives, covering buildings, transport and savings for consumers.

Sustainable workplaces have a key role to play, and we welcome the proposal that, "Energy efficiency in industry will be tackled through energy efficiency requirements for industrial equipment, improved information provision for SMEs and measures to introduce energy audits and energy management systems." As the EU acknowledges, about one-fifth of the EU's primary energy consumption is accounted for by industry, a sector where progress on energy efficiency has been greatest.

We are also pleased that the Commission will research consumer behaviour and purchasing attitudes and pre-test alternative policy solutions on consumers to identify those which are likely to bring about desired behavioural change. We would therefore urge the Commission to develop a parallel programme focused on behaviour change at work.

Climate change and promoting sustainable workplaces are key strategic priorities for the ETUC. A number of ETUC affiliates have piloted Green Workplaces programme across a range of public and private sector workplaces over the last few years. This has helped spin off new union environmental education programmes and a multiplicity of green workplace projects nationally, to the point where we are seeking to build an effective EU-wide green workplaces network.[25]

Green workplace initiatives

For the ETUC, Green Workplace projects are union-led workplace-based initiatives that bring together the practical engagement of both workers and management to save energy and

[25] Source : http://eurlex.europa.eu/LexUriServ/LexUriserv.do?urleCom:2011/2011.0109:FIN:FR:HTML

reduce the environmental footprint at work. They are characterised by awareness-raising events, surveys, training workshops, audits and joint consultations and initiatives.

In the **United Kingdom**, for example, an initial set of 13 pilot projects trained 2007 environmental reps, with initiatives including CO_2 and resource reduction strategies. It includes a TUC-led project at United Utilities which helped to join a top-down, "managerial carbon champions" initiative with a union-resourced, "bottom-up" approach focussing on mutual concerns to save energy and waste at 50 sites across the UK. Typical projects include[26]:

- Magor Brewery, South Wales: union members working for the worlds' biggest brewer initiated a project to cut resource use and carbon in a project that has achieved significant results in two years: water usage has fallen by 46%; electricity usage fall 49%; heating bills by 23%; and an overall 40% reduction in CO_2 emissions. The project has saved £2m in costs and helped increase the level of job security.
- Great Ormond Street Hospital, London: a new joint environment committee including senior management and union representatives covers all key occupations and functions in the hospital. Members are granted reasonable time off to carry out environmental audits, including CO_2 reduction strategies.
- A&P Marine, Falmouth: A&P Marine is the largest dockyard employer, with over 450 staff. Its main activities include refitting and repair to large vessels, but it has recently branched out into developing wave power generators. The company has a joint workplace energy team, which has identified various energy saving initiatives including replacing the compressor system with a more efficient model (a £100,000 outlay that paid for itself within 18 months); and installing new energy efficient pumps for a dry dock. The TUC and the recognised unions have provided joint training on environmental awareness across the site.
- BT's Adastral Park complex: establishing a joint environmental forum, with joint initiatives to boost frontline employee involvement in greener workplace activities, part of BT's wider commitment to reduce its global carbon intensity by 80% by 2020. Early initiatives include engaging staff in site-wide carbon impact assessments covering energy, water and waste and introduction of widespread water efficiency savings and a Green Travel Plan.
- A Green workplace at the British Museum assessed as saving £700,000 in energy costs and projected carbon savings of 1050 tonnes in two years.
- Bristol City Council: a joint environmental agreement provides for a green reps committee, including facility time to audit sites and access training needs. This includes a green rep in every department. The committee's work programme focuses on four priority areas: implementing a standard approach to waste and recycling in all major council buildings; replacing all large bottled water dispensers with filtered, cooled mains water where practicable; developing a waste management policy for all council-organised

[26] For details, see :
http://www.tuc.org.uk/greenworkplaces
TUC GreenWorkplaces Project 2006-07, Objectives and outcomes report, TUC 2008.
http://www.tuc.org.uk/workplace/tuc-19223-f0.pdf

festivals and events; and an eco-driving scheme targeting high mileage drivers at the council. Eco-driving training, training 60 drivers so far, has helped deliver fuel savings of at least £350 every year for each diesel van covering at least 25,000 miles in a year.

Moreover, the TUC is currently developing a national network of Greenworkplace projects, community linked where possible, to build a critical mass of sustainable workplace initiatives that can have a national impact on UK climate change targets.

- In **Germany**[27], company agreements between management and works councils on green issues appeared as early as the 1980s. Since then, unions and companies have more systematically concluded sectoral agreements that enlarged the information, consultation and co-determination rights of works councils in respect of corporate environmental management issues. Works council members can contribute specific knowledge to management's efforts towards resource efficiency. DGB and the German Ministry for the Environment have been running a project called resource efficiency in firms since 2008. Works council members and employees are trained to recognise and implement ways to improve energy efficiency.

- In **Italy**[28], a 2006 agreement in the chemical industry extended workplace dialogue to environmental issues, enhancing the competence of safety reps to cover environmental issues.

- In **Denmark**, LO and the United Federation of Danish Workers advocate energy strategies in enterprises, based on worker involvement. For example, the LO Denmark building will become CO_2 neutral by the end of 2011.

- In **Spain**,

➢ <u>Strategic Agreement to Promote Internationalisation of the Catalonian Economy, the Strengthening of its Competitiveness and the Quality of Employment 2008-2011 :</u>

The urbanization policy must incorporate the criterion of transport in the choice of land for industrial, logistical and service industries (industrial estates, public and private facilities for collective use, etc) in order to promote an integrated management of industrial estates.

In order to **facilitate transport on the industrial estates**, the policies regarding sustainable access to the places of work must be based on 3 basic instruments:

- The Transport Plan, drawn up for each one of the centers that generates intensive traffic. Each plan must contain strategies for sustainable transport, starting from the transport analysis. It must specify objectives over time, make operational proposals and establish indicators for monitoring and following up the plan.

[27] Industrial relations in Europe 2010, chapter 5 "Industrial relations and the transition to a low carbon economy

[28] Industrial relations in Europe 2010, chapter 5 "Industrial relations and the transition to a low carbon economy

- The Transport Committees, the permanent bodies for coordination and participation, especially in the drawing up of the transport plan and its follow-up.
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The Transport Manager, responsible for the management, control and organization transport on the industrial estate or facility.
The Government is committed to driving forward the implementation of the measures established in the transport plans and studies already drawn up or in the process of being drawn up for more than 20 industrial estates in Catalonia, and drafting transport plans and implementing them in more than 30 industrial estates and facilities that generate intense traffic.

The industrial estates are also encouraged to establish objectives regarding energy and sustainability that reflect their needs and the signing of agreements with the Administration must be promoted. These must formalize the involvement of the estate in the application of excellent practice in the use of energy. Once the agreements have been signed, the following measures have to be carried out:

- Company energy analysis.
- Technical advice regarding possible energy efficiency and renewable energy projects at company and industrial estate level.
- Information and training regarding the best technologies and measures.

Each one of these actions has to provide a set of proposals, with an analysis of their viability, both technically and financially, and action plans. 50% of these are to be developed through measures agreed with the Administration and the remaining 50% through their own measures[29].

- **Socio-Economic Agreement for the economic progress of the region Aragon AESPA 2008-2011:** the agreement seeks to promote mobility policies during its effective period, a goal that is closely related with infrastructure and communication investments. A task force with representatives from all social partners and the relevant agencies of the regional government of Aragon has been created to address this issue.

Actions in this field aim at bringing a positive effect on the economic development of the region and also at improving citizens' quality of life in all aspects of their daily activities, from access to education centers, public services, recreational areas and mainly workplaces.

Regarding access to workplaces, the social partners undersigning the agreement, workers representatives and employers, support all the initiatives aimed at meeting the requirements of Aragon's business network since the benefits and positives effects of such initiatives can significantly affect issues such as the reduction of commuting accidents. Actions also focus on sustainable mobility. In order to achieve that goal the agreement promotes activities related with environmental awareness / education and the reduction of polluting emissions. The promotion of sustainable mobility in private and public companies and in industrial estates aim at implying an effect on the following issues:

- Rational study of accessibility to grant workers mobility to their work

[29] Source : www.acordestrategic.cat/doc/doc_13918822_1.PDF

centers prior to the design of industrial estates
  - Promotion of public transport, collective company transport or car sharing
  - Development of pilot projects on mobility management in industrial areas of the region (Aragon) during the effective period of the agreement. The first project affects the public area PLAZA and started in 2009

- In **Belgium**, the Walloon region has established dedicated environmental training centres with social partner involvement, which covers energy management and renewable energy. This allowed for the development of good practices through social dialogue in several companies.[30]

  3 concrete examples:
  - Arceo, Arcelor Mittal subsidiary with the participation of the Walloon Region: steel sector: 'vacuum coating' technology (a world first) allows new applications in absorbent metal plates, for example (solar collectors) or in anti-corrosion for bodywork.
  - Bam Galère: a general construction company (1100 workers): expertise in low-energy construction, provides training for its staff in these new techniques, with the introduction of social dialogue to move towards more sustainable management of building sites (daily site behaviour, waste management, etc.).
  - Nekto (adapted work enterprise), 180 workers, specialising in handling major distribution products: drafting of a waste management plan and an energy efficiency plan in dialogue with the unions.

  RISE, the Inter-Union Environmental Awareness Network, was created jointly by the FGTB and the CSC to assist trade union delegates on environmental questions. The third union, the CGSLB, was later associated to the network. RISE, with the backing of the Walloon Region, is an important mechanism to accompany workers' representatives on issues such as waste, energy-saving, climate, eco consumption or corporate environmental management. All these are trade union commitments which are essential in improving working conditions and ensuring the welfare of current and future generations.

  RISE began in 1996 and has several objectives:
  - To stimulate consultation on environmental and climate questions
  - To provide information to delegates

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30 http://www.rise.be
FGTB : environnement et climat : http://www.fgtb.be/web/guest/files-fr;jsessionid=WyK9QgDePVQZvWxHGuncjod?p_l_id=10621&p_l_id=10621&themes=structtheme12
La politique climatique de la FGTB : http://www.fgtb.be/web/guest/publications?_publications_WAR_tonsaiportlet_javax.portlet.action=viewall&_publications_WAR_tonsaiportlet_publicationType=brochure&p_p_state=normal&p_p_col_count=1&p_p_id=publications_WAR_tonsaiportlet&p_l_id=10622&p_l_id=10622&p_p_lifecycle=1&p_p_col_id=column-1&p_p_mode=view&view=view-brochure&publicationType=brochure&themes=structtheme12

- To provide technical support on questions relating to the environment and climate
- To develop awareness-raising tools

In the same line, the Belgian trade unions organised themselves in the other regions of the country as well, by the launching of similar networks in Brussels (BRISE) and in Flanders ("Intersyndicaal milieuproject" and the mixed unions and NGO's initiative "Arbeid en Milieu").

Every workplace can be a green workplace.

These projects show that social dialogue has an important role to play in driving energy efficiency, creating a consensus for climate change related policies that are often unavoidable but can create opposition, including at work.

More generally, a shared analysis by social partners of environmental protection, resource efficiency and energy efficiency opportunities, as well as of employment, quality of the workplace and training opportunities and consequences, can contribute greatly to a well managed socially just transition.

Following this mounting evidence that unions are taking action at the workplaces, the ETUC is convinced that the effectiveness of this action would be greatly strengthened if the European Union would encourage contributions from all sectors of activity to the emissions reduction, to the greening of workplaces and to the shaping of a development strategy by

- ✓ **giving new and extensive rights to trade union representatives on matters of protection of health and the environment**
- ✓ **supporting (inter alia financially) their initiatives in this area**
- ✓ **making relevant training and skills acquisitions available to trade union representatives and workers with that aim in view**

The ETUC believes that the Commission should develop EU-wide programmes on green workplaces, including:

- **Via the present 7th research programme (2007-2013): *Greening the workplace* could be seen as a discipline in European working life research where methods are developed by the social partners in cooperation with researchers, with cooperation between researchers, unions and industry. Initiatives within this field could be stimulated in the current research programme and in the following ones.**
- **A dedicated initiative under the Intelligent Energy Europe programme.**

The Commission should therefore consider immediate, practical support and funding for a range of pilot national "green workplace" programmes and networks, including an EU coordination and dissemination programme, to ensure that best practice is shared and evaluated. The networks should include, for example, an interactive database to disseminate best practices, information and advice; and environmental training materials and courses, technical advice on energy and resource savings, a website and an online newsletter.