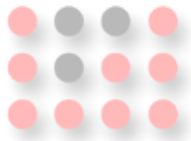


Greening the workplace

The British trade union experience



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British industrial relations system

- A single union confederation – TUC
- 50+ individual unions but three unions account for 56% of TUC membership
- No requirement to set up works councils or health and safety committees
- Representation at work normally through trade unions –
- 27% of employees are in unions (57% public 15% private sector)



TUC policy on climate change

- Strategic priority for TUC
- Basic idea “Just Transition” to low carbon future
- Five principles
 - Stakeholder consultation
 - Green and decent jobs
 - Green skills
 - Respect for labour and human rights
 - Social protection
- Workplaces are central to this approach



Action on green workplaces

- 2006 set up six green workplace pilot projects
 - British Museum, TUC, DEFRA (environment ministry), Corus (steelmaker), Scottish Power (energy generation), Friends Provident (insurance)
- Results showed carbon savings
- 2008 a further seven projects were started
- Aim to build a national network of green workplaces
- But also need to assess what has been done
 - TUC surveys



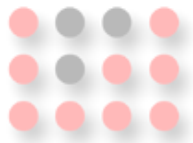
TUC survey of green reps

- Follow up from similar TUC/ LRD survey in 2009
- Aim to find out about level of environmental activity in workplaces, type of activity, working relationship with management, role of unions, specifically role of environmental reps
- Over 1,200 responses from a minimum of 17 unions
- Work completed May. Booklet with full results available



Issues examined in survey

- Energy efficiency
- Green transport
- Adapting to climate change
- Information and benefits
- Union action
- More formal arrangements with management
- Pay and jobs



Workplace action to improve energy efficiency

There is real momentum in the workplace with union reps reporting a wide variety of initiatives

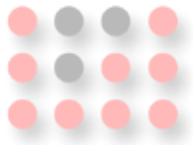
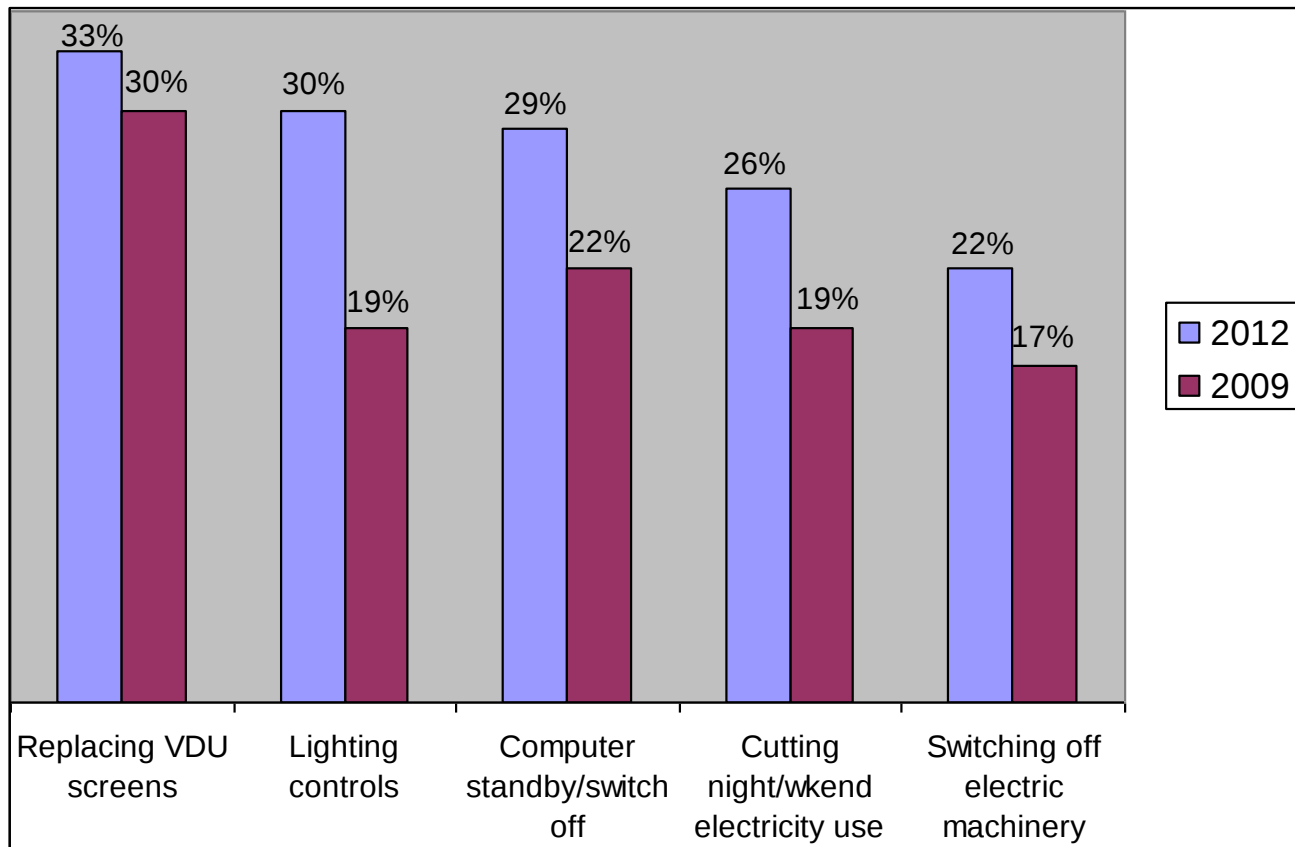


Top comprehensive schemes

- Replacing VDU screens 33%
- Lighting controls 30%
- Computer standby/switched off when not in use 29%
- Cutting night time and weekend electricity consumption 26%
- Electric machinery switched off when not in use 22%



Comparison with 2009



Energy supply

- 8% of employers have comprehensive renewable energy supply schemes, such as wind turbines and solar panels: 68% no action at all.
- 10% of employers have switched to a renewable energy supplier: 63% have done nothing.
- 14% of employers have implanted comprehensive changes to their ventilation/air conditioning systems: 40% done nothing
- 16% had comprehensive schemes for insulation and glazing: 38% done nothing)
- 20% had comprehensive schemes for new boilers and heating systems: 38% done nothing



Green transport

No dramatic progress in the area of green transport and where there was progress it was primarily focused around cycling initiatives

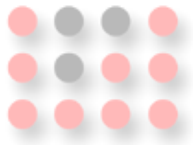
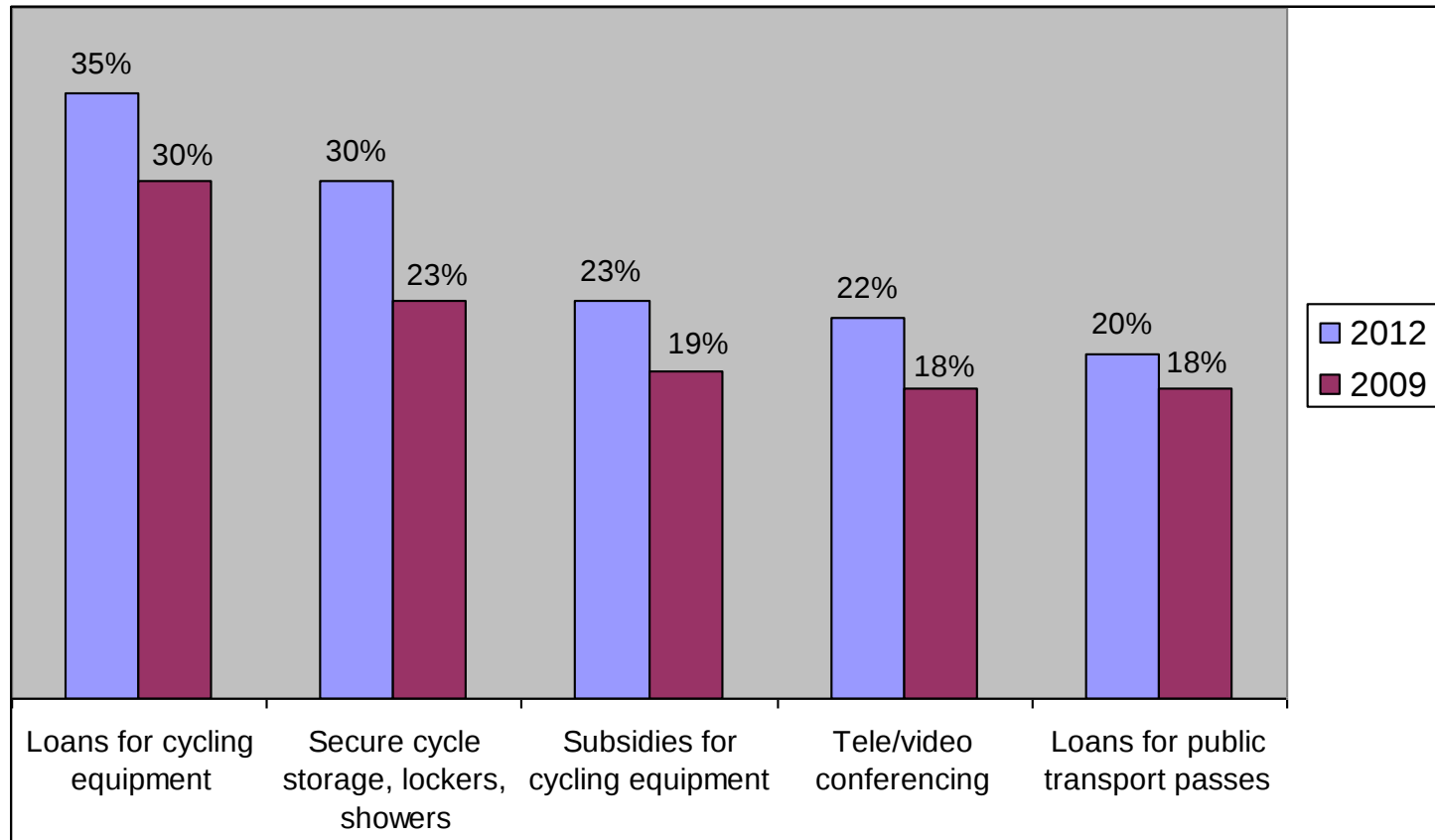


Top comprehensive schemes

- Loans for cycling equipment 35%
- Secure cycle storage, lockers, showers 30%
- Subsidies for cycling equipment 23%
- Tele/video conferencing 22%
- Loans for public transport passes 20%



Comparison with 2009



Low levels of action

- 79% said there was no training in eco-driving techniques
- 76% said there were no subsidies for public transport use or any company transport
- Just under 70% said that no hybrid, dual fuel vehicles had been purchased for their employer's fleet compared to 5% of employers who had a comprehensive scheme
- 62% said no loans for public transport passes
- 53% offer no home working



Adapting working practices to climate change

A majority of reps reporting that no action had been taken to cope with hotter summers, drought and flooding

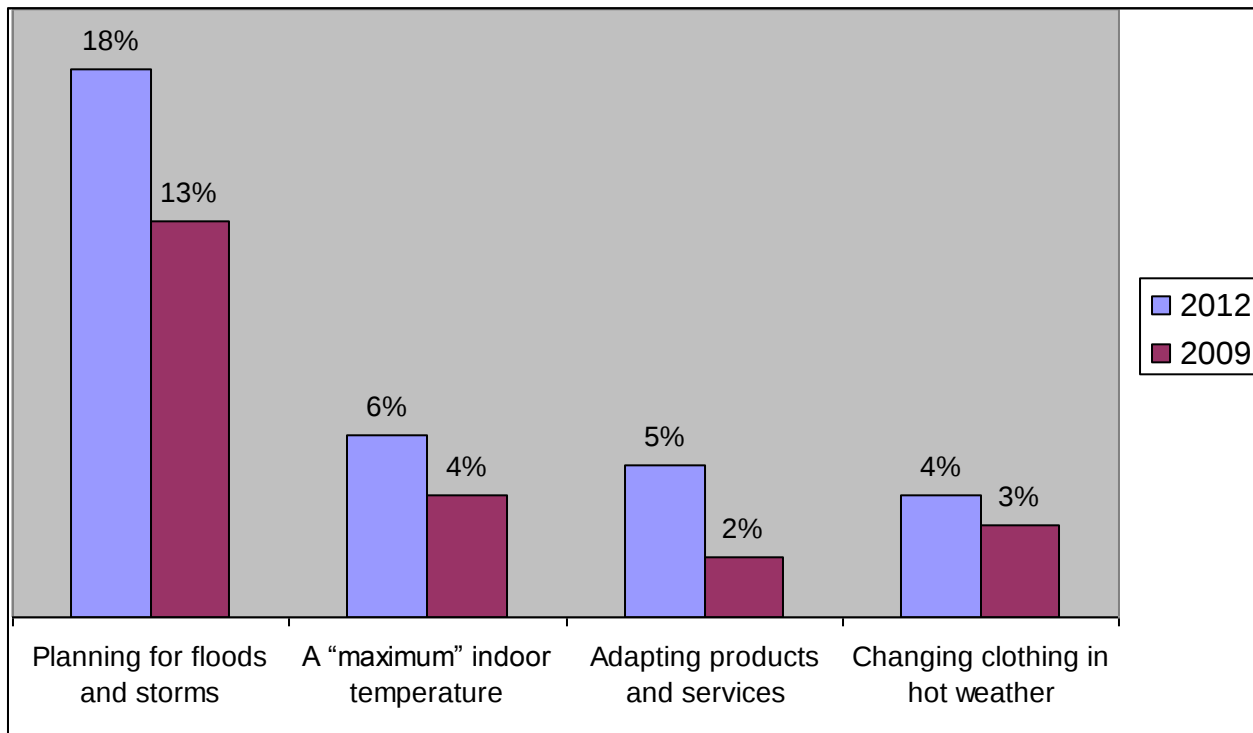


Top five comprehensive schemes

- Planning for floods and storms 18%
- Staff training or advice 8%
- A trigger “maximum” indoor temperature 6%
- Adapting products and services 5%
- Changing clothing during hot weather 4%



Compared to 2009



Impact of the economic crisis on employer's environmental commitments

- No change to commitments 45%
- Never made any commitments 26%
- Amended commitments 17%
- New commitments 7%
- Dropped commitments 5%



Telling employees about progress and
allowing them to share in benefits

Showing people the results will let them
see that their action is making a
difference and the position is improving



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Distribution of information

- Over a third of respondents (35%) said their employer publishes an annual environment report, containing information on the environment and climate change – in 2009 it was a quarter (24%)
- Four out of ten (43%) of employers produce an annual measure of the organisation's carbon footprint – in 2009 it was only half this number (22%)



Gainsharing

- This is a bonus or incentive system designed to share the benefits of improved productivity or performance through workers' active involvement.
- one in seven employers (14%) have distributed the financial benefits of environment/climate change measures (such as energy saving) to employees, double the 2009 figure, when just 7% of employers had distributed any financial benefits.

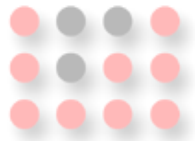
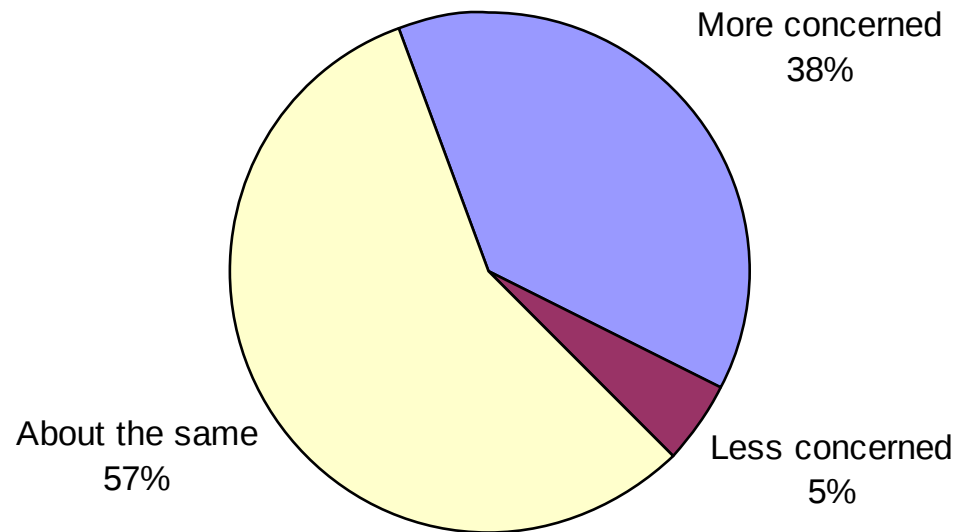


Union activity on the environment

Most are now equally or more concerned than a year ago; one-fifth have made proposals to management and many have produced material to increase awareness



Reps' concern for the environment compared with last year

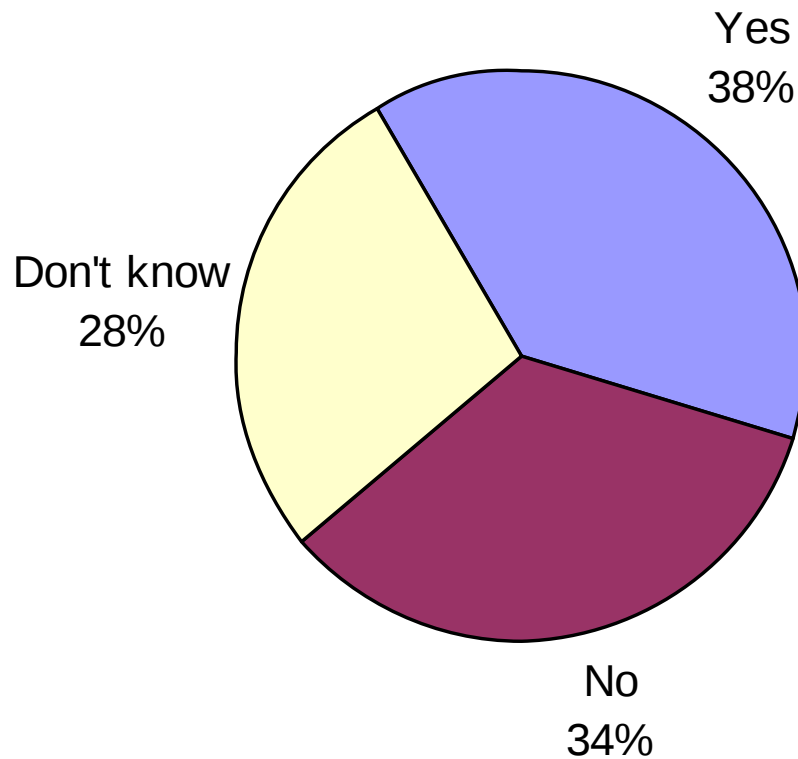


Union reps making proposals

- A fifth of respondents (21%) said their union had made proposals to management on the environment/climate change.
- These include
 - Charge points for electric vehicles in car parks
 - Cycle to work schemes
 - Change in computer monitor screens
 - Installation of double glazing
 - Introduction of recycling for cans and plastic bottles



Have union proposals been accepted by management?



Examples of accepted proposals

- Change from bottled drinking water to tap water at telecoms company BT
- Movement sensors for lighting and hot water solar panel – in fire station
- New heating /extraction units – major retailer
- Appointment of a staff member with responsibility for green issues – Scottish Heritage (government agency)

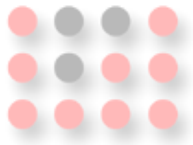
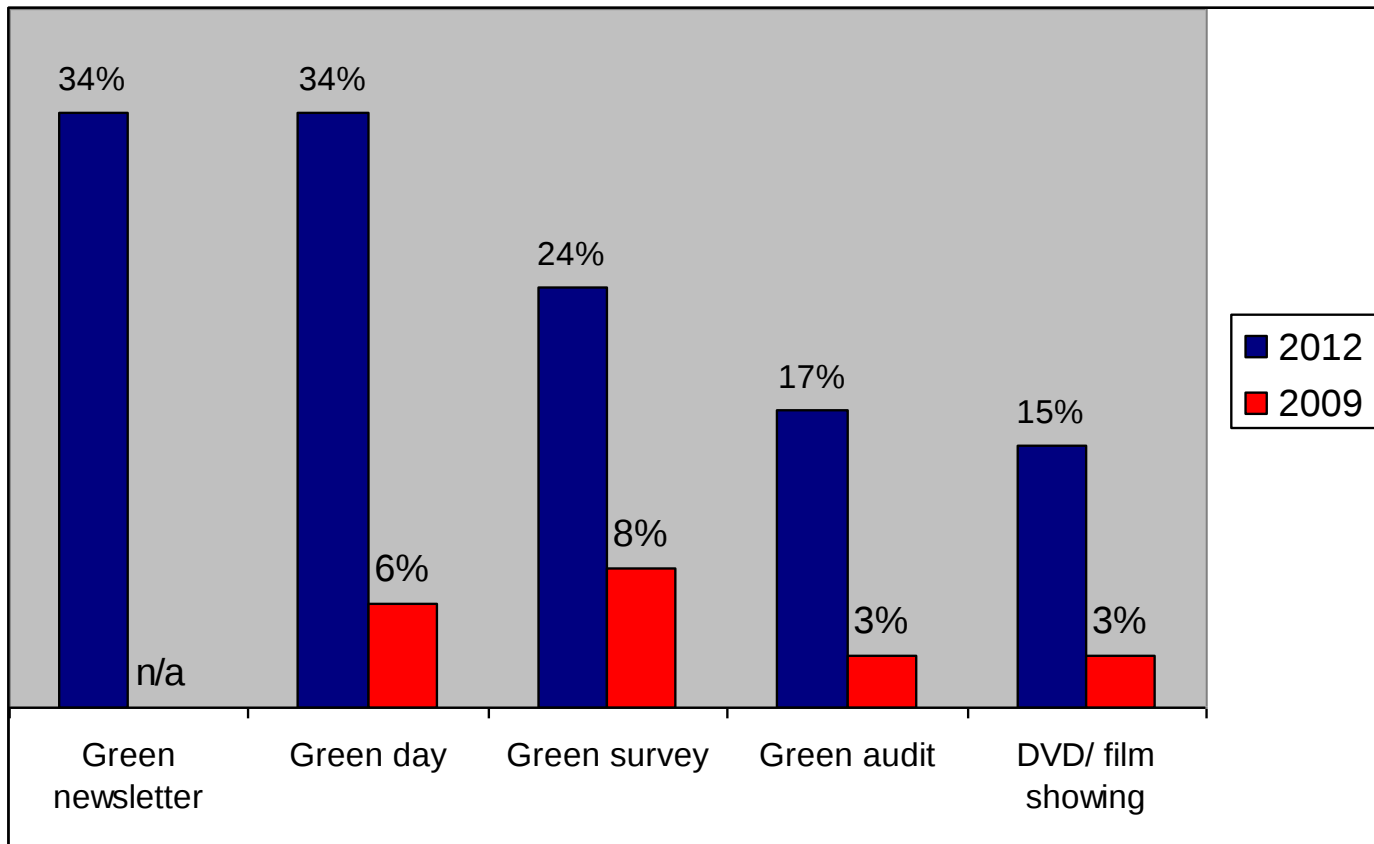


How unions are promoting awareness

- Green newsletter 34%
- Green day 34%
- Green survey 24%
- Green audit 17%
- DVD/ film showing 15%



Compared to 2009



Moving to more formal arrangements on green workplaces

In minority of workplaces there are structures
for discussion but agreements are still not
common and environmental reps are still rare

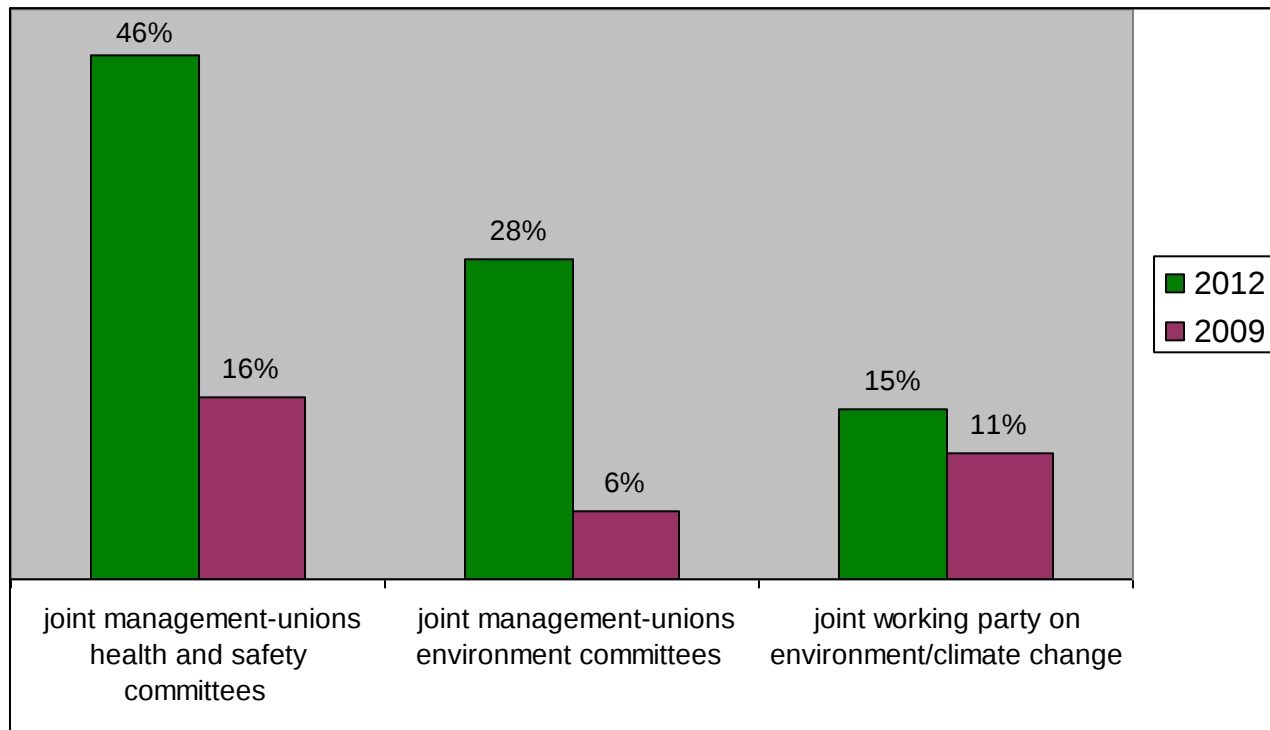


Discussions with management

- How many?
 - In over a quarter of the workplaces surveyed (312 organisations; 26%) there are management/union discussions on the environment/climate change.
- Where?
 - Joint management-unions health and safety committee 46%
 - Joint management-unions environment committee 28%
 - Other joint committee 28%
 - No special committee but as required 25%
 - Joint working party on the environment/climate change 15%



Compared with 2009



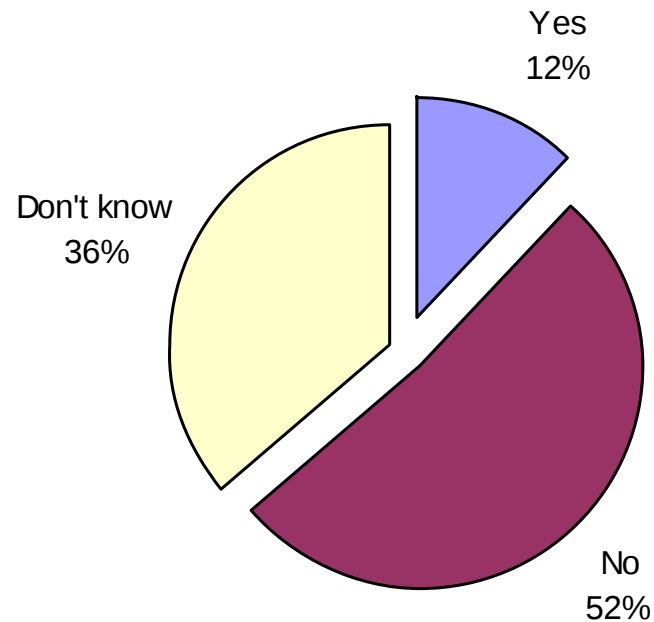
Agreements – few but reasonably effective

- 7% of respondents have a joint union-management agreement on the environment/climate change in their workplace.
- Compares to 6% in 2009.

These agreements are:

- Partly implemented 56%
- Largely or completely implemented 37%
- Largely or completely ignored 7%

Facility time – going backwards



This is down on 2009 when 15% said they had facility time



Environment reps

- Many respondents said time taken on green duties often comes from a general allowance for union activity or falls within the health and safety reps' allocation.
- Out of over 1200 responses only 98 respondents (8%) described themselves as environment reps (while low this is twice as many as in the 2009 survey).
- When dedicated environmental facility time is allocated it varies from half an hour a week, a day a week to being allocated time as and when required. The union rep generally seems to fit environmental issues in and around their other duties.



Union training

- A fifth of the respondents (20%, 239 respondents) have been able to attend trade union training on environment/climate changes – either as a separate course or within other union training. 14% in 2009.
- But most union reps had not asked for time off to attend this sort of training (59%, 695 respondents)
- And 5% (60 respondents) had been refused time off to attend environment training.



Pay and jobs

Most see no impact on pay but most employers are also not creating new green jobs



Cuts to jobs, pay and conditions

- 74% did not feel that their employer was directly using environment/climate change issues to cut pay, worsen conditions or introduce redundancies.
- 4% believed they were
- 23% were unsure
- No significant change to the 2009 survey.

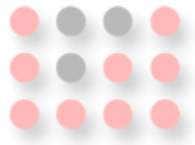


Green jobs

- Only 7% of respondents said their employer is creating any “green” new jobs. No change on 2009.
- Reskilling/upskilling
 - More than half (59%) said their employer had not introduced opportunities for reskilling and upskilling in relation to climate change.
 - Only 10% reporting that opportunities had become available (7% in 2009).



- Thank you for your attention
- Comments and questions



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