

# La Sostenibilitat vista per empreses i sindicats del Nord i del Sud

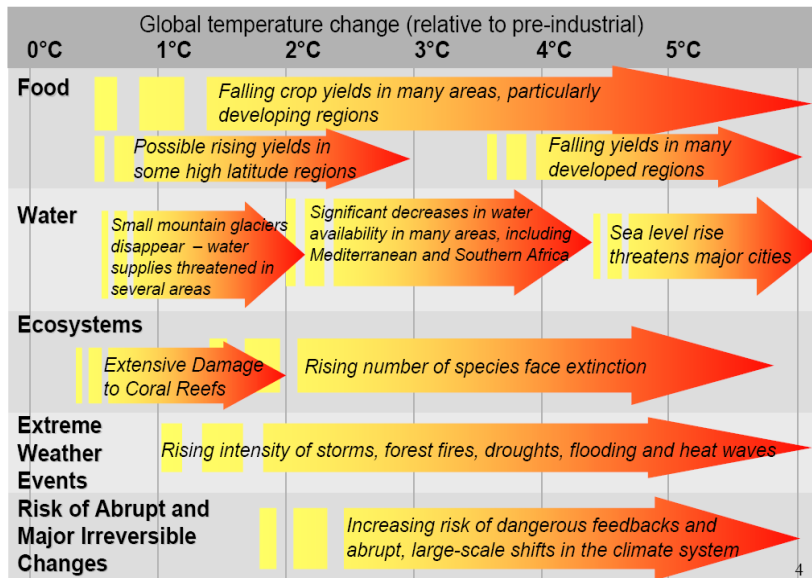
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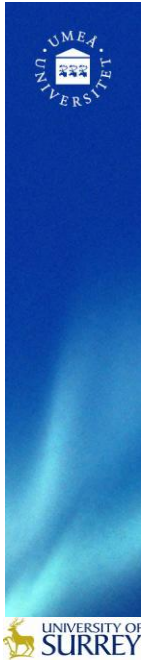
Funded by Forskningsrådet för Arbetsliv och Socialvetenskap  
(Swedish Council for Working Life and Social Research)



## Projected Impacts of Climate Change



(Stern Report, 2006)



# What can we conclude about climate change?

- ❖ **Direct impacts on people and places**
  - flooding, tidal surges, high temperatures, drought
- ❖ **Indirect impacts**
  - Food security - destroying farmland or reducing crop yields; changing plant distributions; introduction of pesticides/herbicides; economic dependency
  - National and transnational migration - potential consequential inter-group conflict

**Psychological effects, e.g., anxiety, depression, PTSD, feelings of low self-efficacy, aggression, interpersonal conflict ..... will be a consequence of direct and indirect effects**

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 All those involved in catastrophes will be changed by the experience. Such changes, however small, is impermissible but generally possible. Only a minority of survivors or aid workers will develop a mental disorder such as post-traumatic stress disorder. Humanitarian deployments may be isolating, life with personal threat (from climate, endemic disease, violence), and expose

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**Anxiety and anger in flood-hit Oxford**  
 By Niki Cardwell  
 Community affairs reporter, BBC News, Oxford

**As more homes are evacuated in Oxford because of flooding other residents are staying put in their homes but many are confused by what they say are mixed messages about the seriousness of the situation.**

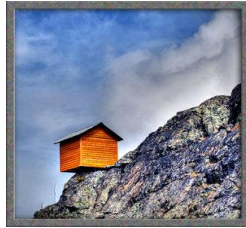
"I heard bang, bang, bang. I thought they were coming through my front door."  
 Jean Dickson, now retired, has lived in Mill Street in Oxford for most of her life. But she says she has never seen anything quite like the deluge of water which has taken over large parts of the west of the city in the past few days.

Oxford is one of the worst-hit areas and residents have been moved out



Acknowledgements: [www.bbc.co.uk](http://www.bbc.co.uk)





## Living On and Looking Over the Precipice



Acknowledgements: <http://follyfancier.wordpress.com/>  
<http://www.blog.joelx.com/devils-swimming-pool-victoria-falls-zimbahwe/868/>

- All of these issues will affect businesses and trade unions
- We don't have much time
- We need policies to slow down and reverse the current trajectory
- Collectively we act as if we believe the opposite
- Climate change and global environmental degradation are collective problems and will only be solved through collective action
- Trade unions have long history of motivating, undertaking and achieving success in collective action

## What can we conclude about policy-makers' needs and responses in relation to climate change?

1. Consumer to blame for excessive use of resources – thereby placing the onus for change on the consumer to reduce demand
2. This has led to consumer-focused behaviour change policies
3. Such policies sympathetic to psychology and the advice of psychologists because
  - a. psychologists know about behaviour change
  - b. psychology has concentrated on individualistic psychological processes



## The Consumer-Producer Relationship is Complex – they feed off each other

- Products have scripts. As Elizabeth Shove writes, *“Rather than simply meeting the needs of consumers, the products that we use are actively implicated in new creating practices and new patterns of demand.”*
- Reducing life expectancy: Wanting to replace goods is not ‘natural’



## Lessons from Psychological Research that are relevant to Industry and Trade Unions

- **The attitude/behaviour relationship is complex and non-linear:** changing attitudes does not automatically lead to behaviour change; the translation of attitudes into behaviours can take time
- **Behavioural impact can be direct or indirect** - we can work directly on behaviour change, or indirectly through enhancing social cohesion and community and place identity (Uzzell, Pol and Badenas, 2002).
- People should be seen as **active agents of change** not passive recipients of communication
- the challenge is to achieve **sustained behaviour change and generalising** it across a number of relevant areas, e.g., saving energy at home and in the workplace; recycling *and* energy saving.
- We may be able to get people to change individual behaviours, but what we are really asking of them is to **change their lifestyles and the everyday practices** which govern their lives.



## **Some Problems with Current Psychological Approaches**

1. Individualistic – without social context
2. Aims to change behaviour with insufficient consideration for the conditions that shape that behaviour
3. Consumer-oriented – rather than oriented towards upstream producers
4. The emphasis is on convincing people instead of organising their potentials – top-down behaviour change rather than developing collaborative and participatory practices drawing on skills, knowledge and interest.



## **Changing Behaviour**

**or**

## **Changing the Conditions in which Behaviour Occurs**



Acknowledgements:  
[www.maxspeed.zoomshare.com/](http://www.maxspeed.zoomshare.com/)



- ❖ Move away from linear-rational models of evidence-based policy-making
- ❖ Adopt more socially and collectively participative models - treat the community as partners in solution-generating, decision-making and implementation processes
- ❖ Co-production of knowledge - scientists, policy-makers and the public
- ❖ Interventions which satisfy intrinsic needs



## Context: The Policy Environment

- When we think of the policy environment, we tend to think of governments. But the policy environment is heavily influenced by other actors. One key group are transnational corporations (TNCs)
- The combined revenues of just General Motors and Ford -- the two largest automobile corporations in the world -- exceed the combined Gross Domestic Product (GDP) for all of sub-Saharan Africa.
- The combined sales of Mitsubishi, Mitsui, ITOCHU, Sumitomo, Marubeni, and Nissho Iwai, Japan's top six Sogo Soshu or trading companies, are nearly equivalent to the combined GDP of all of South America.
- Overall, fifty-one of the largest one-hundred economies in the world are corporations.
- The revenues of the top 500 corporations in the U.S. equal about 60 percent of the country's GDP.
- Transnational corporations hold 90% of all technology and product patents worldwide, and are involved in 70% of world trade. More than 30% of this trade is "intra-firm"; in other words, it occurs between units of the same corporation.



## Context: Jobs and Environment

- Manufacturing (and other) jobs are relocating to the global south
  - lower salaries
  - less regulated working conditions
  - weaker environmental regulations
- Relocation of jobs or globalising work division
  - Sets workers in competition with each for jobs
  - Workers forced to decide between jobs or the environment
- By organising globally, workers and Trade Unions are in a position to form a counter-force challenging and changing the relations under which these contradictions occur and seem insoluble.



## Why Trade Unions (1) ?

- Social movement – people within a collective and used to organising collectively
- Trade unionists are both *producers* and *consumers*. They engage in leisure, lifestyle, energy consumption outside work. Have an interest in changing production for health and safety reasons.
- Trade Unions are organising against climate change – therefore they are trying to address the conditions as well as take direct action
- They are concerned about the social consequences, such as issues of social justice and the need for a just transition
- Tradition in some national trade unions of being concerned 'beyond the workplace' to wider social issues as this affects their members too.

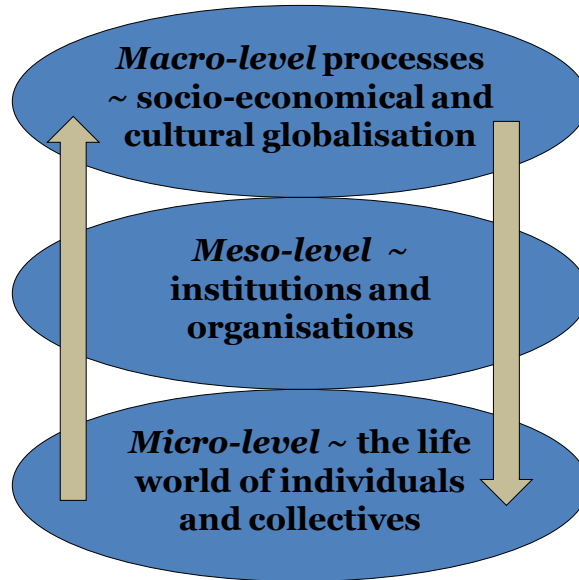


## Why Trade Unions (2) ?

- Industry is able to organise itself very effectively collectively either through its sheer size (TNCs) or through organisations such as WTO
- Consumers have no equivalent collective voice or influence
- International Trade Union Confederation represents 175 million workers in 155 countries



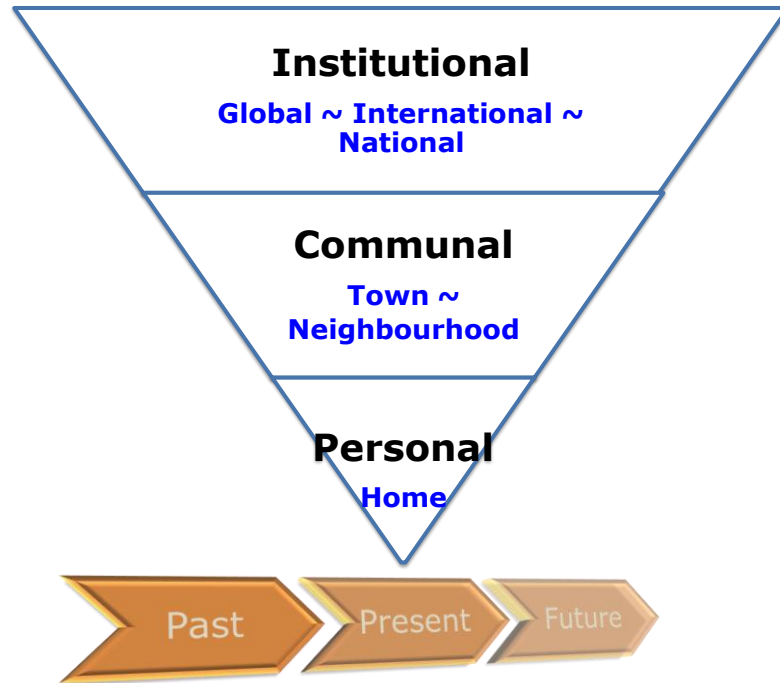
## A Model to Understand the Relationships Between the Global and the Local



## Life Histories

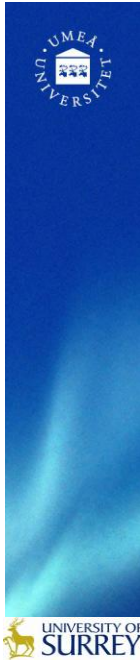
“No event is recognized as such in isolation; it needs to be part of a coherent whole – a history or story”

- Portelli (1991)



## Aims of the Project

- To investigate and understand whether and in what form, there are relations between national unions in Sweden, UK, India, Brazil, and South Africa
- To investigate and understand the relationships between the principal international trade union organisations (i.e., International Trade Union Confederation, the European Trade Union Confederation and Sustainlabour) and the national unions in relation to climate change and sustainable development policies
- To examine the particular policies and actions of two unions (i.e., the International Metal Workers Confederation & the International Transport Confederation) in relation to climate change and sustainable development
- To identify
  - Good examples of global cooperation, solidarity and sustainability policies and the conditions necessary for both
  - Barriers for global cooperation, solidarity and sustainability policies



## Research Questions

- How do Trade Unions deal with the tensions between job and the environment on the one hand and the North-South divide on the other?
- What are their policies towards these dimensions and do they see the connections between them?
- How do international, national and local trade unions cooperate?
- How are trade union policies influenced by the position of unionists in different organisations and at different levels of the hierarchy?



## Key Questions?

- To what degree are workers in one country aware of the working conditions of their fellow workers overseas?
- To what extent do national identity and interests trump internationalism and global solidarity?
- What are the relations between union politics oriented towards working conditions and environmental issues and can they be reconciled?
- What are the drivers/constraints on international cooperation and solidarity between and within the "North-South" divide and among international, national and local trade unions in respect of climate change issues?
- What lessons can be learnt that could inform trade union policies and communication strategies?



Although the first international trade union structures were established more than 100 years ago, **European trade unionism is still deeply entrenched in the nation-state**. The **national trade unions** have indeed been **complemented by European structures of trade union co-operation**, promoting labour interests vis-à-vis the institutions of the European Union (EU) and struggling for social regulation of the unified European market. But this is still an **uphill battle**, not least due to the **pressures from global market competition**, accentuating contested questions about the relationships between the national, regional and global levels of trade union organisation.

Jon Erik Dølvik, *European Trade Unions: Coping with Globalisation?* Presented at ETUC Conference on 'Globalisation, Europe and Trade Unions', Brussels 7-8 March 2001



## Research Locations





# Data

To date we have conducted interviews with Trade Unionists:

- in the UK: UNITE, Community, the TUC, the Labour Research Department, and COINET.
- Internationally: SustainLabour (Madrid), ISTAS (Madrid), ETUC (Brussels), IMF (Geneva), ITUC (Paris), ILO (Geneva), EFBWW (Brussels), ITUC-Asia (Singapore)
- Academic involved in the Lucas Aerospace case.
- Taken part in meetings/conferences: IMF on climate change and transforming work, Women's Conference (with a workshop on climate change, Brussels); Barcelona Climate Talks, ITUC climate change task force session, the ITUC/LO-Denmark 'World of Work' Conference at COP15



# What are Unions doing to Confront the Contradictions?

## 1. Education



**Resounding success: launching of a project on pesticides in Western Africa**

The first union project on sound management of pesticides use in the sugar, citrus and cotton sectors of the francophone African countries of Senegal, Mali, Burkina Faso and Benin, was presented in Gaborone, Botswana from August 24 - 29, 2006. The project is a follow up of a pilot initiative originally carried by ILO, ILO and the WHO in 1995 in Tanzania, Ghana, and Kenya.

With the support of Sustainlabour, the project aims to strengthen workers skills and knowledge on occupational health and safety, and the environment in these two sectors, which are known for their use of high levels of pesticides.

Read more [here](#).

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**Uruguay Workshop on Chemical Management a success**

From August 6-8, more than 60 trade unionists participated in the "first Trade Union Workshop on the Safe Handling of Chemicals" in Montevideo, Uruguay, organized by PIT-CNT - the National Trade Union Centre of Uruguay, with the support of Sustainlabour.

The workshop included trade union participants from several countries and various sectors of activity: leather, metal workers, chemical industry, textile, cellulose, printing, etc. There were also participants from ILO, from the Department of Occupational Health at the Universidad de la República, and from the Ministry of Environment and Health.

Read more [here](#).

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**Seminar for Trade Unions on Climate Change in Nepal**

**Video on Trade Unions and Climate Change in the making - JOIN US!**

Filming of the joint ITUC and Sustainlabour video is already under way and is taking place all over the globe.

The video will showcase a collection of "voices" from the global union movement and will aim to raise visibility of diverse trade union actions on climate change, related challenges, opportunities, and trade union positions.

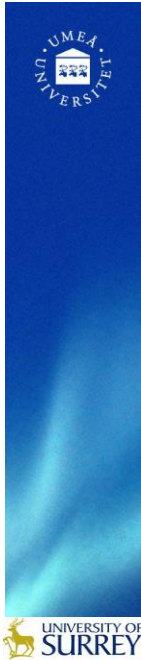
For instructions on how to submit your video click [here](#).

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**Trade Union Seminar on Food Crisis and Climate Change in Africa**

The ITUC - Africa with the support of Sustainlabour, held the first trade union seminar on Food Crisis and Climate Change in Africa from August 17-18 in Lome, Togo.

30 unionists from 19 countries took part in the event. It was indeed a good chance to meet and discuss advancements toward the creation of a regional network dealing with these issues.



## 2. Research, Information, Dissemination

### Labour Research Department

**istas** Instituto Sindical de Trabajo, Ambiente e Saude

istas | salud laboral | medio ambiente | documentación | formación | proyectos

**About us**

istas (Union Institute of Work, Environment and Health) is a self-managed trade union's technical foundation supported by the Spanish Trade Union Confederation CCOO to promote the improvement of working conditions, occupational health and safety and environmental protection in Spain.

**istas was founded in 1996** by Spanish Trade Union "Comisiones Obreras (CC.OO.) and is part of a collective effort to achieve a society of free and equal citizens based upon solidarity, fair social progress and environmental sustainable development.

istas is a technical and scientific organization and it works in conformity with the following principles:

- Service to workers
- Technical and scientific accuracy
- Technical and operative self-management
- Correspondence with Spanish Trade Union "Comisiones Obreras (CC.OO.) goals and strategies

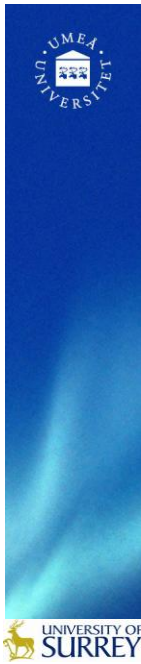
**Commissioned research**  
June 2009

**Research shows unions are the real green champions for tackling climate change**

The Labour Research Department has published the results of a TUC survey on climate change. LRD received 1,301 responses to the survey in February-March this year, with detailed responses from union reps and activists from 30 different unions.

The results of the survey were presented at a TUC seminar on 9 June. The research has also been published in the latest LRD booklet: [Unions and climate change the case for union environment reps](#)

For more information about the research, contact [Paul Hampton](#).



## 3. Political Interventions

**TUC**

Home > Economy > Environment

**Environment**

The most recent documents available on this subject are:

**Making it Green in the South West – 14th October 2009**  
Register online for this free conference aimed at manufacturing union representatives and officers and organisations supporting green manufacturing

**TUC calls for Government help in halting Vestas factory clos**  
Commenting today (Friday) on the planned closure of the Vestas wind turbine factory on the Isle of Wight...

**TUC welcomes Government**  
Commenting on the Government's...

**Landsorganisationen i Sverige**

**LO submits climate policy programme**

Task the climate crisis with investments and technological development in order to reduce the effects on the climate as well as the measures necessary to alleviate the consequences of these effects, LO presented its climate policy programme.

The threat of future climate changes also implies threats against health, employment and welfare. The trade union movement, as well as other groups, must therefore take action to reduce the effects of climate change. Climate problems concern us all, from industry to transport and society services, which is the trade union movement's foundation. The LO climate policy programme has been compiled by a multistage working group and is the basis for the LO future work on the climate issue.

Steps of the measures and changes needed, will affect the daily life of our members. The trade union movement's involvement is necessary in order to alleviate the consequences of these effects, LO President, Maria Lundkvist-Wassén, states:

"The trade union movement in Sweden as well as globally has a special mission to maintain a social dimension in climate work. Emission reductions and adaptation measures must be the result of a fair distribution and initiatives for new sustainable jobs within sectors where reductions will be inevitable. But at the same time, it is necessary to develop the jobs available today in a sustainable direction taking into consideration the aspect of both human beings and the environment. In addition, a union movement is needed for finishing of housing policy being worked out."

**Força Sindical**

**A Central que funciona para o Trabalhador**

Força Sindical pede investimento ambiental para pista em construção no aeroporto de Guarulhos

Uma pista de aterragem internacional de Guarulhos no Estado de São Paulo está recebendo material para obras e o terreno foi concedido para receber aeronaves no Aeroporto Internacional de São Paulo/Guarulhos, Gov. Franco Montoro.

Em 5 de setembro, o Ministério do Meio Ambiente e Ecologia da Força Sindical protocolou documento no Ministério do Meio Ambiente, em Brasília, no dia 18 de agosto, para que a Infraero apresente licenciamento ambiental e o estudo de impacto de solo. O local de onde será concedida para receber aeronaves no Aeroporto Internacional de São Paulo/Guarulhos, Gov. Franco Montoro.

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## 4. Industrial Action



## Trade Union Policies & Climate Change

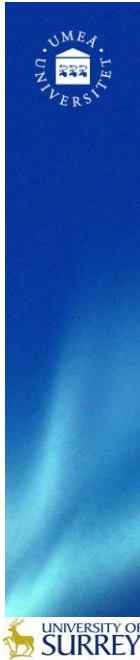


### Trade unions and climate change

Equity, justice & solidarity in the fight against climate change



Cutting emissions **transforming jobs**  
Working in green jobs for a secure future



## Time to Tackle Climate Change



## Trade Union Policies

- Time for **tackling climate change**: Addressing global climate change is critical to the economic, social and environmental interest of all peoples of the world. These **actions must be fairly shared and distributed *between and within* countries**: responsibility and capacity must be the guiding principles for burden sharing.
- Time for hope, time for **"green & decent" jobs**: Climate policies provide an opportunity for restoring hope, repairing and rebuilding national economies on a sustainable basis and creating jobs while reducing GHG emissions.
- Time for a **just transition**: **Economic transformation cannot be left to the "invisible hand" of the market**. Government-driven investments, innovation and skills development, social protection and consultation with social partners (unions and employers) are essential if we want to make change happen.
- Time for **bridging the 'adaptation' gap**: The poor cannot be left to plunge into even greater misery. Sufficient **public funding should be directed from developed countries to adaptation in developing countries**.
- Time for **making investments and technology work for all**: Major investments are needed to **develop long-term sustainable industrial policies, aimed at retaining and creating decent and "green"/sustainable jobs, "greening" all workplaces and developing and deploying technology**.
- Time for **workers and workplaces to become actors of their future**: Since almost three-quarters of global greenhouse gases come from manufacturing, energy production or supply, transport and construction, workplace actions will be crucial in order to achieve change.



# Contradictions

## Jobs vs. Environment

Peter: Everyone goes round saying, you know, the kind of opinion-formers, **we shouldn't let the recession push green things off the agenda.** That's kind of policy-speak, isn't it. **How does that translate to someone who's looking for a job?** In a recession, people are more likely to accept the job they are offered, whether, it is a 'green' or a 'brown' job.

## North vs. South

Charlotte (Union of transport and food industries): A huge amount of palm oil is being grown in Africa and Colombia. **What it's doing to the environment** as it's a monoculture, and, you know, **that could impact on the environment for all of us.** And also people are being put off their land - they're displaced. **So we are concerned.** But, it's quite a political issue, because **it's used in a lot of products that are made here.** And obviously, as a union, the prime purpose is to **represent our members and save their jobs,** protect their jobs and get more money for our members! But we are involved in environmental issues, development, solidarity, **'cause we are international.**



## Job vs. environment in everyday – negotiations

### The international level – political bargaining

Daniel

And for the car, you also have a big task force and you discuss... (...) And we obtain an agreement on car emissions. **It's not perfect, it's a compromise:** and the IG Metal is **not very happy** with this compromise and the IG Chemie is not very happy. But we obtained a compromise. When I send this resolution into the Parliament, **it's a very good base for the group of Parliament members to take a position.**



## The national level – fears and threats

Jim

***The European Union failed*** over a ten-, twelve-year period **to get the motor manufacturers to voluntarily agree 130 grams per kilometre.** And they're absolutely nowhere near that now. And so the European Union, the Commission then comes forward with a proposition to get to 130 **very suddenly by 2012. And it throws the car unions into a panic,** because, you know, they see that as a **real threat to jobs**—which it is.

And the management of this transition by the Commission and by the industry has been so bad that it's **been extremely unhelpful in developing a kind of consensus on the way forward with the workforce.** Because **you expose people to fear, as opposed to opportunity.**



## Concerns are Equal – Questions of Identity

Daniel

*Because, (...) you explain that it's necessary to change road transport in favour of railway, of maritime transport. (...) [there is ] the **social problem of the driver.** (...) it's not easy, because **the position of the driver is a real position in society.** (...) you have a real job – and **you have real recognition.** (...)*  
*Because when you are a young boy, you play with a car, and you hope to become a driver.*



## but perspectives differ due to position

Daniel:

*And it's not only an economic problem; ... It's not a technical problem. (...) **It's to change the social picture and to change this population. And it's a political project; it's not an economic project.***"

*"Because you have the financial crisis. But if you want to encourage sustainable development, – **it's also the crisis of economic production, what are the conditions to change it?** ... for the trade unions the priority is **to defend employees, but also to defend the general interest.** (...). But we have a big discussion about **what is the general interest of the workers,** what is the protection of health and safety for the workers?"*



## How to translate general interests into everyday needs?

### 1. Leadership

Diana:

*You can understand workers fighting for the **immediate interest**, because (...) it's their livelihood – that's normal. But I think that the role of the trade unions, and **in particular of leadership in the trade unions**, is (...) to go a **little bit farther than the immediate interest.** And I think it is possible – **sometimes it's not groundbreaking,** (...) [but] you can see, **that they start on a path of change.***



## Saving jobs by transforming production

Daniel

*Sustainability is an occasion for trade unions to exert real independence concerning the strategy of development and production. (...) to participate with others, other NGOs in changing production.*

*Sustainable development is also a possibility to build a new project for humanity (...) because each trade union in the world, each person in the world, (...) has the possibility to have their say (...) about how to build this project. (...) it's very important to have a real cooperation with other countries and to take their demands into account, not behave like arrogant colonialists.*

To investigate the possibilities for this will be the aim of our ongoing research



## Concluding Comments

- What do you conclude from our presentation?
- Does our analysis 'ring true' for you?
- What do you see as the priorities for your Union or your enterprise?
- How can global cooperation, and solidarity be encouraged in order to achieve a 'Just Transition'?
- How can unions and employers engage in new management styles that incorporate more socially and collectively participative models in which all actors in the world of production are treated as partners in solution-generating, decision-making and implementation processes?