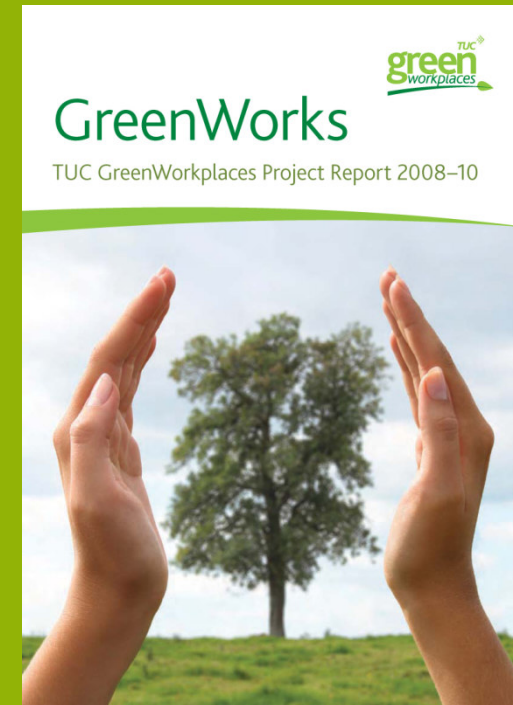


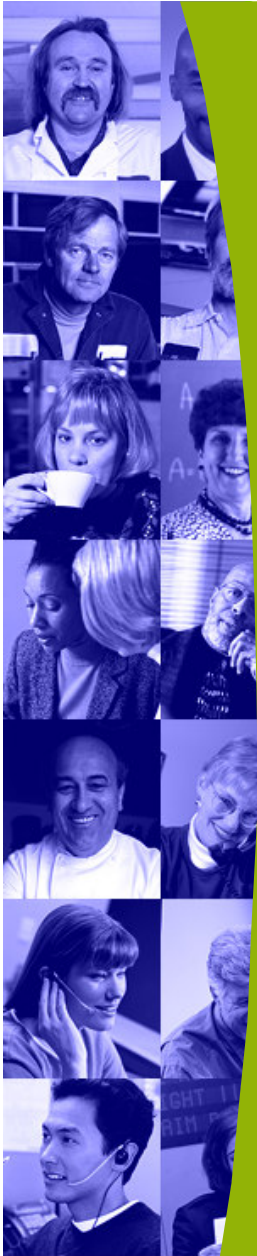
# Going Green at Work

## Trade Unions Greening the Workplace

**La Hulpe, 28 Sept 2010**  
*Sarah Pearce, TUC*

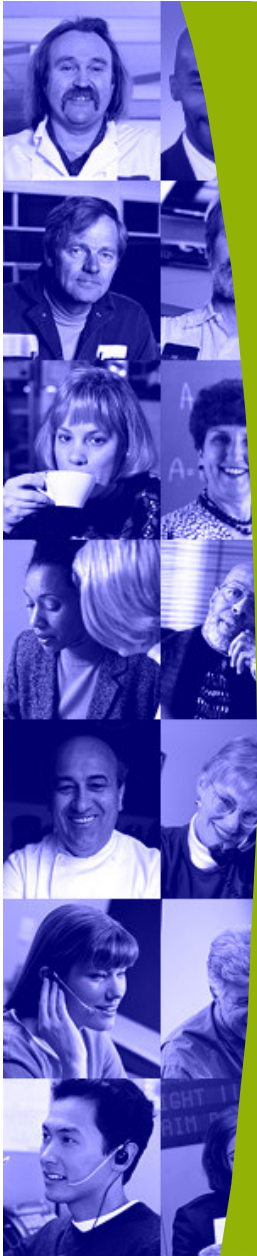
[www.tuc.org.uk/environment](http://www.tuc.org.uk/environment)





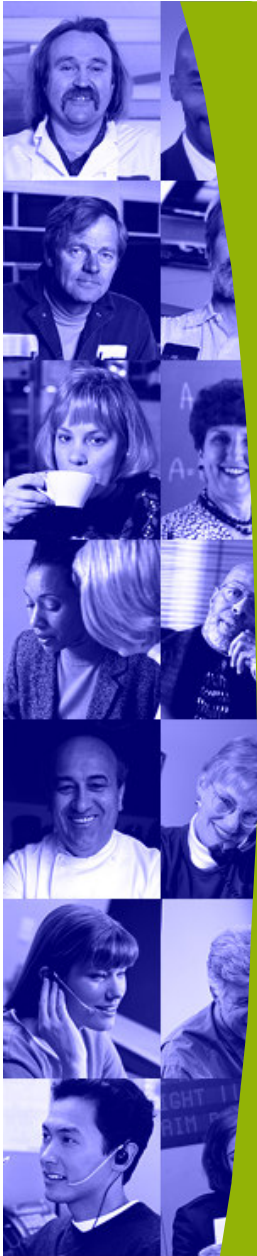
# UK Context

- UK Policy – Climate Change Act
- New Coalition Government
- Gap between policy and practice
- 2009 TUC survey – widespread failure by many employers to act
- Lack of training - new skills needed



## Aims:

- Extending the consultation agenda – union reps as catalysts for employee participation and behavioural change
- Working in partnership
- Sustained dialogue
- Reducing carbon emissions and resource use



# Employers and rationale:

- Employers: United Utilities; Corus; Scottish Power; British Telecom; Great Ormond St. Hospital; Leicester City Council; National Library of Scotland; National Museums Liverpool; NUT...
- Unions: BDA; BMA; Connect; CSP; CWU; GMB; NUT; PCS; Prospect; RCN; UNISON and Unite ...
- Examples of best practice:
  - potential to cut CO<sub>2</sub>, active engagement, a strong branch, high membership density, commitment

# Key activities

- Green fairs, events and open days
- Staff surveys and quizzes
- Bespoke training provided for each company
- Negotiations with management and establishing joint management-union environmental committees



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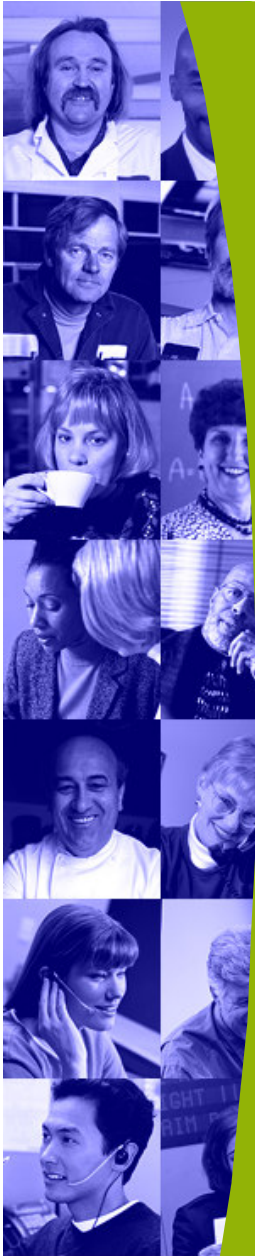
Restaurant

We waste £10 billion worth of food every year in the UK

In the UK, we throw away a third of the food we buy

BM... YOUR... > CON... > 201...



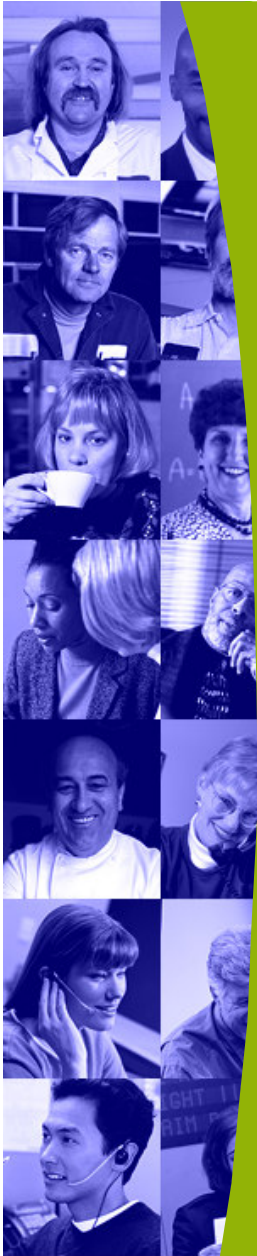


# Training

Changes in skills :

- Experience of trade union education
- Understanding climate change as a trade union issue
- Technical: energy/CO<sub>2</sub> relationship
- Leadership and behavioural changes
- Influence and persuasion skills
- Communication skills and confidence
- Research skills
- Planning and executing positive campaigns



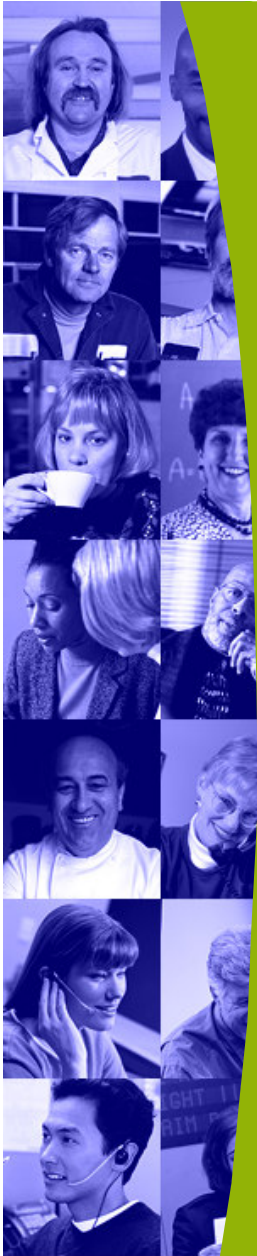


# Key findings

- Resource saving and energy reduction
- Huge appetite and enthusiasm: behavioural change – “bottom-up approach”
- Training and skills – general skills (not just technical)
- Extending the consultation agenda – structures and facility time
- Improved communication and industrial relations



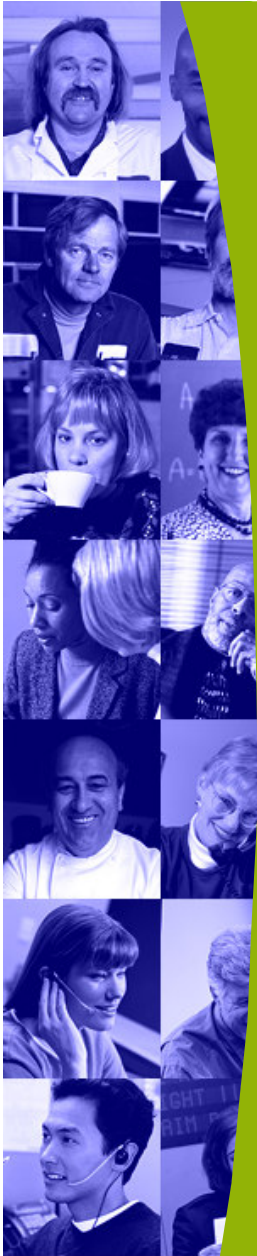




# Lessons learned

- employers need to see unions as part of the solution – a non confrontational issue
- involving reps and members from a wide range of occupations – worker expertise
- there is no one-size-fits-all approach

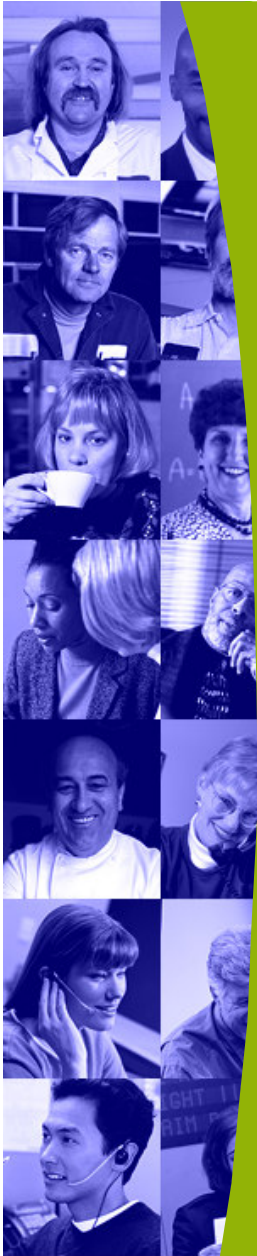




# Best practice

- joint union approach and senior management involvement
- establishing structures: committees and facility time agreements with time off for training granted to green reps
- making the environment a PRIORITY
- a strong union identity





# Where next?

- A national network of union green reps and greenworkplaces
- Mainstreaming sustainability into the union agenda
- Untapped potential – crucial expansion to meet carbon targets
- Funding streams for a European wide network of GreenWorkplace projects

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