

# CLIMATE PROOF OUR WORK

#CPOW #26June

## Campaign Guide

Global Day of Workplace Action  
26 June 2019

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# Introduction

Climate change left unchecked threatens everyone and will leave whole regions uninhabitable. Extreme weather events with lasting devastation are already destroying jobs and livelihoods.

Hothouse earth is our lived experience with heat records, rapidly melting glaciers and ice shelves, “polar vortex” episodes, frequent forest fires and floods, toxic oceans and rivers and biodiversity loss. More than eighty-three million climate refugees have fled from disaster and have lost livelihoods. The social and economic costs are already evident.

## Irreversible global

The world needs to cut carbon dioxide emissions by 50% in the next ten years.

We have eleven years to stabilise the planet at a 1.5 degree temperature rise, yet governments are not taking responsibility for the high ambition that is vital. Every government must raise its ambition and determine national development plans including Just Transition measures to protect workers, their families and their communities. Every employer must have a plan for climate-proofing their operations, and Just Transition measures must be at the heart of such plans.

Every union must be engaged in dialogue at all levels to ensure that the Just Transition measures agreed are adequate to build people’s trust in a process that they understand is urgent. Without Just Transition, the ambition we need will be blocked by fear, often fear that is fuelled by corporate greed, extremist politicians and violation of rights. Unions can support their members to be involved in Just Transition.

**We must make demands on our employers.** This campaign guide sets out how to take part in the 26 June Global Day of Workplace Action to Climate-Proof Our Work. All workers and their unions are invited to meet with their employers to discuss plans

for climate-proofing work and workplaces, and this guide gives you the tools to take part.

## Hothouse earth

Glaciers are retreating almost everywhere around the world – including in the Alps, Himalayas, Andes, Rockies, Alaska, New Zealand and Africa

This Global Day of Workplace Action is part of the ITUC Frontline campaign *Just Transition for Climate Ambition* in the lead-up to 2020.

In 2020, governments need to make renewed commitments to ambition for reducing emissions in accordance with the Paris Climate Agreement. This makes 2019 a critical year for demanding action from our politicians and from our employers.

We will mobilise towards the UN Climate Summit in September and the COP in Chile at the end of the year with demands of our governments. But before we get

## Rising sea levels threaten cities

Global sea levels rose eight inches/twenty centimetres in the last century.

there, we need to put the pressure on employers to make sure they have a plan to reduce emissions and climate-proof our jobs and work.

There are no jobs on a dead planet – the alternative is to build good jobs on a living planet.

**Sharan Burrow, General Secretary,  
International Trade Union Confederation**

# About the Global Day of Workplace Action

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The 2019 Global Day of Workplace Action to Climate-Proof Our Work takes place on 26th June.

We have a climate crisis, and there are no jobs on a dead planet. We can turn this around; we must reduce emissions in every workplace.

Without ambitious action on climate change by 2020, we will pass the tipping points for irreversible damage to our planet.

## **Workers demand decent jobs on a living planet.**

We want to start a global conversation with employers about how they plan to future-proof their business and our jobs.

Workers are on the front line of climate action. They demand a right to know that their employers are climate-proofing their work.

**Ask your boss for their climate plan.**

# How to take part?

## 1 Sign up

Sign up to show your interest in climate-proofing your work and get updates about the Global Day of Workplace Action.

## 2 Tell us about your job and work place

Send us a photo of your workplace and tell us what you do. Is climate change affecting your job?

## 3 Ask to meet your employer on 26 June

Let us know if you asked to meet your employer, and we'll keep a tally of all the workplaces taking part in the Global Day of Workplace Action.

Stick up a poster in your workplace or share on social media to show that you're taking part in the Global Day of Workplace Action.

## 4 Tell us how it went

Share a photo of your meeting and the highlights of what was discussed.

Did your employer refuse to meet you or not respond? Let us know.

*By sending the ITUC your photos or videos you consent to us using them on the ITUC social media channels and in ITUC communications materials.*

# Who can take part?

All workers can take part in the Global Day of Workplace Action.

The ITUC is inviting its affiliates and the Global Union Federations to work with union representatives to ask all employers to meet with workers and their unions to discuss plans for climate-proofing work and workplaces. Use this guide to give your members information about how to get involved in the day of action.

Our friends in NGOs and civil society can use this guide to encourage their supporters to take part in the Global Day of Workplace Action.

# Contacting your employer

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## Who should I send the letter to?

The Global Day of Workplace Action is about starting a conversation. All workers have a right to know what the plans are to climate-proof our jobs and work.

You can ask the company CEO, your manager, or even start the conversation with your colleagues and fellow workers. It doesn't matter if you work in the public sector or private sector or are self-employed or on a contract. You may work for a big company or a small family business; all our jobs are different, but all our work and workplaces will have to reduce emissions.

All jobs everywhere on earth will be impacted by climate change and climate policy measures. Your CEO, manager or boss has to provide workers with an answer to these challenges.

## When should I send the letter?

Give as much notice as possible so that the meeting can take place on or around the 26th of June. Let us know if you have asked for a meeting, and we will keep a tally of all the workplaces taking part so that you can let your employer know about all the other workplaces and countries taking part in the day of action.

## Who is the letter from?

The letter can come from a group of workers or workers and their union depending on how you organise yourselves to take part in the Global Day of Workplace Action.

## What happens if my employer doesn't respond or refuses to meet?

If they don't want to meet with you, you can take this up with your union, who can ask why they don't want to meet.

If your company is part of a multinational, you can ask the Global Union Federations or the ITUC to ask at the global level why the company didn't want to talk.

## Do we have to meet on the 26th of June – what if my employer wants to meet on a different day?

If you can't meet on the 26th of June, have the conversation as near to the date as possible. By all taking part in the action on the same day, we can show employers that all workers are asking the same questions.

## What do we do after the meeting?

The meeting is the start of a conversation to find out what the plan is to reduce emissions. You can continue it on with follow-up meetings.

You or your union can ask for support from the Just Transition Centre of the ITUC if you think your employer wants to have a Just Transition plan. The Just Transition Centre can help set up a round table and advise on the social dialogue process so that workers have a say in their future.

In 2020, we'll be asking you and unions to take part in a second Global Day of Workplace Action to see what progress has been made. Our planet and our jobs depend on it.

# Model letter

**Subject: We need to have an open conversation about our future**

**Dear** <<Insert Name>>

We have a climate crisis. The world is already experiencing severe impacts of climate change from extreme heatwaves, sea level rises, to crop failures. IPCC climate scientists tell us we must act quickly to stabilise global warming below 1.5 degrees to avoid greater threats.

While there has been progress by some organisations towards preparing zero-carbon economies of the future, we need to see more ambition from employers.

Just like the economy, a responsible long-term business plan needs us all to make decisions today for the good of tomorrow. It's not only common sense, but it is our duty to make sure we don't pass the debt of climate change on to our children and grandchildren.

Workers have a right to know how employers are planning to reduce emissions and have a sustainable future for the business.

We would like to meet with you as part of the International Trade Union Confederation Global Day of Workplace Action on 26 June to discuss how we can climate-proof our work.

Workers and employers want a sense of security, and climate change is a driver of a more uncertain future for us and our families.

The ITUC campaigns to make all jobs green and decent – and achieved a global commitment for Just Transition in the 2015 Paris Climate Agreement. A Just Transition secures the future and livelihoods of workers and their communities in the transition to a low-carbon economy.

To get there, we need to have a plan.

Our questions for discussion:

- Do you measure CO2 emissions?
  - If yes, can we develop a plan for reducing emissions?
  - If no, can we agree to a process to measure our emissions?
- Will we have net-zero emissions by 2050, or have a 50% reduction in emissions by 2030?
- What will we do to get there?

Yours sincerely,

[Name and/or union]

# Climate change tipping points timeline

2018

## 2018

- » Last five years warmest on record [2013 - 2018](#)
- » Ocean temperatures hottest on record
- » Global emissions of carbon dioxide hit new high
- » World has more climate refugees than conflict refugees

2019

## 2019

- » [January](#) - Extreme heatwave in Australia
- » [January](#) - Big Freeze in United States
- » 1 billion workers deal with dozens of additional extreme weather days
- » [June](#) - Global Day of Workplace Action
- » [September](#) - UN Climate Summit + Global Day of Action
- » [October](#) – Pre-COP Costa Rica
- » [November](#) - Scientists say world is 11 years from irreversible climate change impacts
- » [December](#) – COP Chile

2020

## 2020

- » Review of National Development Contributions

2030

## 2030

- » Loss of equivalent of 72 million jobs due to heat stress

2050

## 2050

- » UN predict 250 million displaced people worldwide

2080

## 2080

- » 600 million people could suffer from malnutrition



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# Digital and print posters

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## Digital and print poster 1

Help spread the word and get friends, colleagues, unions involved in the Global Day of Workplace Action with this poster/sharegraphic which you can share with people on email, social media – or in real life.

## Digital and print poster 2

Digital and print poster 2 – Show that you're taking part in the Global Day of Workplace Action with this poster/sharegraphic which can be used in your workplace or on social media.

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# Social media

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Follow @ituc and use the #CPOW

**The World is Getting Hotter –this video shows past and future climate change in 191 countries**

[https://vimeo.com/318046497?fbclid=IwAR22v1p2GryQJmUcbjnLiowbAwz-sPwdl7u5JGkvZr\\_LMa8gW-D0uRDWg6o](https://vimeo.com/318046497?fbclid=IwAR22v1p2GryQJmUcbjnLiowbAwz-sPwdl7u5JGkvZr_LMa8gW-D0uRDWg6o)

Credit: Antti Lipponen

**How hot was your country in 2017?**

<https://www.youtube.com/watch?v=PhbdyNnUliM>

Credit: Antti Lipponen

# Resources - How to ask for guidance

## Just Transition Centre

[www.justtransitioncentre.org](http://www.justtransitioncentre.org)



Many workplaces and industries face significant changes to reduce emissions. The Just Transition Centre was established in 2016 by the ITUC and partners. The centre brings together workers and their unions, communities, businesses and governments in social dialogue to ensure that workers have a seat at the table when planning for a Just Transition to a low-carbon world.

A plan for a Just Transition provides and guarantees better and decent jobs, social protection, more training opportunities and great job security for all workers affected by global warming and climate change policies.

If you or your union need assistance setting up a Just Transition process with your employer, contact the Just Transition Centre or look on their webpage for examples of Just Transition plans. [info@justtransitioncentre.org](mailto:info@justtransitioncentre.org)

## International Trade Union Confederation

[www.ituc-csi.org](http://www.ituc-csi.org)



The ITUC Economic and Social Policy Department can provide advocacy and policy support and advice in negotiations with your government or employer. Our team represent unions in global negotiations with the UNFCCC on climate action and are responsible for global policy on climate and environmental issues together with occupational health and safety. [esp@ituc-csi.org](mailto:esp@ituc-csi.org)

## Case studies: Companies reducing emissions

Ingka Group (IKEA) advanced towards its 100% renewable electricity commitment by securing 25% of Germany's second-biggest offshore wind farm.

**In transport**, the world's largest shipping company Maersk committed to set a science-based target as part of its bold net-zero 2050 vision.

Volkswagen says its new electric car will be carbon neutral through its entire lifecycle if recharged with renewable energy.

**Two** major Japanese construction and engineering companies committed to set science-based targets – Daito Trust Construction and Taisei Corporation. Daito Trust committed to switch to 100% renewable electricity.