

# TALK PROJECT

## A practical experience of Union involvement in NFIR

Final Conference 29<sup>th</sup> March 2022.  
The action has received funding from the  
European Union



# BACKGROUND



**AWARENESS-RAISING** FOR  
TRADE UNION INVOLVEMENT IN CSR



**ANALYSIS OF REGULATORY  
IMPACT** ON INDUSTRIAL RELATIONS



**TRAINING** FOR SOCIAL AND  
TRADE UNION ANALYSTS



Arbeit und  
Wirtschaft



BUSINESS  
HUNGARY

# OBJECTIVES

Encourage discussion between Unions and employers' organisations in the field of non-financial reporting.

Enable workers' representatives to get involved in sustainability reports framework.

Develop **tools to support Union analysis** of sustainability reporting

TALK TOOL

Develop **practical experiences of Union involvement** in the analysis

National educational activities

Stock Index Analysis



# ANALYSIS TOOL

- Selection of topics: materiality, stakeholders, gender, employment, Climate change, environment and occupational health and safety (OHS).
- Questions YES/NO
- Union approach
- GRI reference
- Comments on the analysis

ENVIRONMENT			
Context			
<p>Productive activities and the provision of services are responsible for many environmental problems, such as climate change, atmospheric pollution, poor water quality, depletion of natural resources, etc. And although the companies is usually associated with those that carry out industrial activities, the reality is that all companies in all sectors (services, commerce, agriculture, tourism, public administrations, etc.) consume energy, water, materials depend on transport for the mobility of their workers and for the supply or distribution of goods and services. Therefore, they all have an environmental impact that must be managed if we want to move towards a more sustainable future. Increasing population pressure (9 billion people by 2050) will undoubtedly place greater pressure on natural resources and raw materials. If current trends continue, this will increase environmental problems in the following:</p> <ul style="list-style-type: none"> <li>• Increasingly severe climate change consequences.</li> <li>• Pressure on existing natural resources and increased global competition for resources.</li> <li>• Increased levels of air, water and soil pollution.</li> <li>• Increased degradation of ecosystems and loss of biodiversity.</li> <li>• Increasing uncertainties about the security of food, water and energy supplies.</li> </ul> <p>In the face of this, companies need to fully incorporate environmental management into their business management framework and adopt holistic and integrative approaches to identifying their environmental impacts, with improvement of their environmental performance.</p>			
Topic	Answer	Explanation	GRI Reference
Energy		Energy production and energy consumption are a major contributor to climate change and air pollution, both globally and locally. The threat of climate change is the main reason for saving energy and thus reducing the CO2 emissions associated with energy generation. In addition, air pollution associated with energy production and use causes thousands of deaths per year and costs millions of euros in health problems for the population. From an economic perspective, energy saving is also a prerequisite for the sustainability of energy-intensive companies, with a clear impact on employment. Energy prices affect the competitiveness of all sectors and are becoming increasingly high. As long as energy production is mainly based on fossil fuels, this situation will not change. Both energy-producing and energy-demanding companies have a great responsibility to move towards the decarbonisation of the economy. It will be the commitment and contribution to this decarbonisation that will have to be analysed in the information they report. Energy sources, consumption, intensity and energy efficiency will be some of the items to be analysed to measure a company's performance in this area.	
Does the report provide information on total energy consumption?		Reducing energy consumption must be one of the priorities of our societies today. In the field of business, especially in companies, where most of this energy comes from non-renewable sources, this must be a priority objective. Care must be taken to ensure that progress in energy efficiency in a company is not neutralised by an increase in energy consumption. This is a key information to assess the commitment and performance of companies in the fight against climate change and in energy autonomy. Energy consumption depends to a large extent on the sector in which the organization works, so it is necessary to know the relative data, on the one hand with respect to previous years and also with respect to the objectives set by the management.	<a href="https://www.globalestopping.org/standard/media/1003/gri-302-energy-2016.pdf">GRI 302-1 https://www.globalestopping.org/standard/media/1003/gri-302-energy-2016.pdf</a>
Does the report provide information on Total energy consumption from renewable and non-renewable sources?		Key indicator to assess the commitment and performance of companies in the fight against climate change and in energy autonomy. The EU has set a target of at least a 32% share of renewable energy. Companies should align themselves with this target.	
Does the report provide information on the reduction of energy consumption?		It is important to check if there is information related to the reduction of energy consumption to assess the evolution of this key aspect. Regardless of its origin (fossil or renewable), energy consumption is always associated with a series of impacts, so saving energy consumption must be a priority (it is not enough to improve energy intensity and efficiency).	<a href="https://www.globalestopping.org/standard/media/1003/gri-302-energy-2016.pdf">GRI 302-4 https://www.globalestopping.org/standard/media/1003/gri-302-energy-2016.pdf</a>
Has the company set an energy efficiency target?		Energy efficiency refers to the amount of primary or final energy consumed to produce a unit of product or service. Thus, the efficient use of energy resources makes it possible to produce a product or provide a service while consuming less energy. As noted above, energy efficiency should be linked to a reduction in energy consumption, otherwise the benefits of energy efficiency are neutralised by higher energy consumption.	
Does the report provide any information on		It is important to validate whether information is provided to assess progress in meeting the environmental objectives set by the company.	

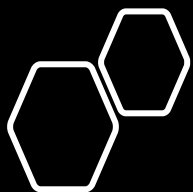
# ANALYSIS OF STOCK INDEX

- Analysis Stock Index companies: Germany Italy and and Spain
- TALK tool testing
- Topics analysed: atypical work, climate change, and gender equality.
- Conclusion report

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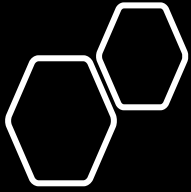
IBEX 35



# NATIONAL EDUCATIONAL ACTIVITIES

- Awareness-raising activities and practical training in NFIR trade union analysis.
- Each partner chose the activity best suited to their situation, objectives and needs.
- Modalities of training: seminars, conferences, and workshops.





# SPANISH CASE

- 4 Workshops: Climate change, gender equality, employment and OHS.
- Selection of 30 delegates from 15 large companies.
- Practical exercises on sustainability report analysis.
- Applying the TALK Tool.



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## PRACTICAL EXERCISE CLIMATE CHANGE WORKSHOP

### OBJECTIVE

To analyse the information on climate change in sustainability reports.

### METHODOLOGY

1. Organise different working groups, depending on the number of people participating in the workshop.
2. Each group will have to respond to the approach set out in the worksheets. Due to the time available for this activity, the subjects can be divided among the groups.
3. Sharing of the conclusions of the group work.

Approximately 40 minutes

### TOOLS

Worksheet A and B





# CONCLUSIONS

- Some resistance and difficulties for union involvement in these issues.
- Need to reinforce message of the importance of union involvement in these issues.
- Need for continuous training.
- Opportunities in the new scenario: more companies affected (+50,000) under a set of mandatory indicators common to all of them.

