

COLLECTIVE BARGAINING AND SOCIAL  
DIALOGUE IN EUROPE

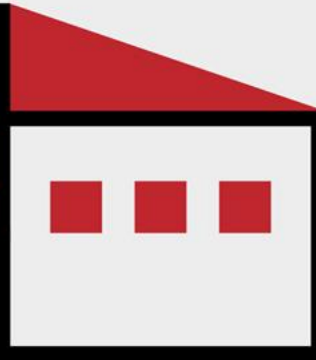
TO

**PROTECT WORKERS' HEALTH**

**AND SAFETY** AT WORK

**AGAINST HEAT  
AND HEAT WAVES**

Adaptation to **heat** and  
climate change at work.



**ADAPT HEAT**

Collective bargaining and social dialogue in Europe to protect workers' health  
and safety, welfare and productivity against heat and heat waves

# ADAPT HEAT: The research project

Sergio Salas Nicás  
Fundación 1º de Mayo, CCOO  
Spain

# Index

- Outline of the project (What ADAPT HEAT consist of?)
- Rationale (Why?)
- Objectives & Methods (How?)
- Results (Products)

# Outline of the project

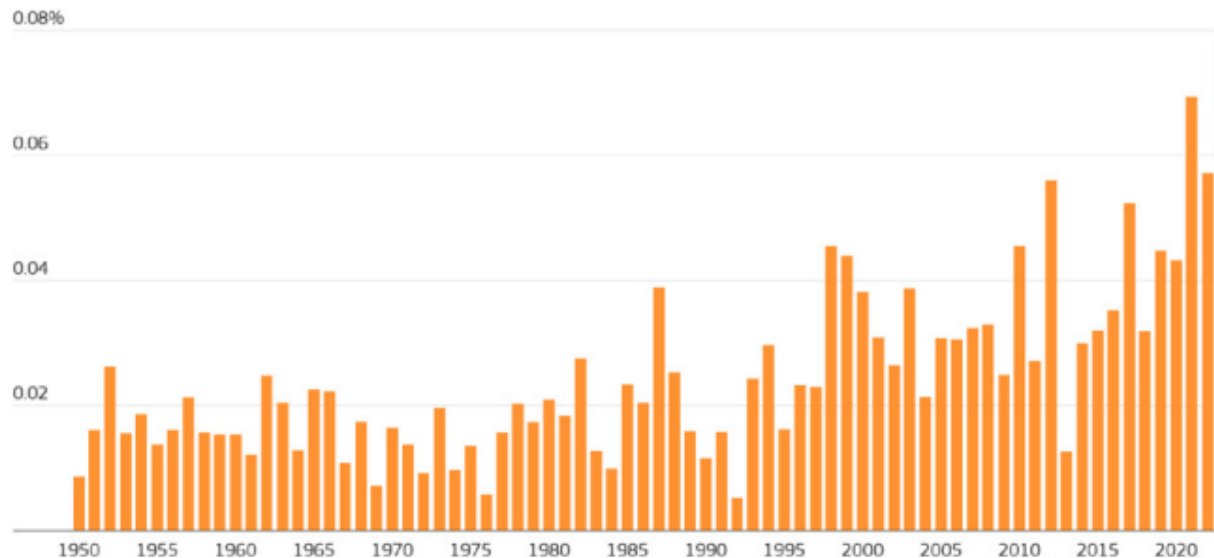
- Studying factors that push for, and inhibit, the participation of social agents in social dialogue for heat-related OHS policies.
- Cross-country perspective (European).
- Diverse taskforce:



# Rationale

- Rapid increases in extreme weather events (heatwaves) and air surface temperatures

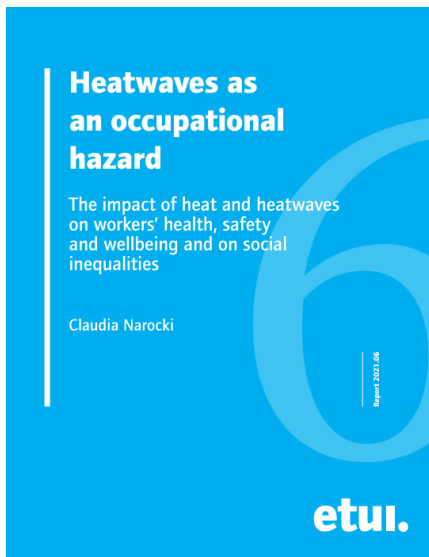
**Figure 1. Percentage of days with 'extreme heat stress' (UTCI exceeding 46°C), for European land, for each year between 1950 and 2023. Source: [1]**



Source: Copernicus, 2024.

# Rationale

- Heat impact on OHS: diverse, large and cumulative.



«70% of workers exposed to climate change hazards»  
(ILO, 2024)

# Rationale

- Impact on equity: social gradient of heat illnesses
  - The most precarious and lowest paid jobs are also the most exposed to heat stress (Kim and Lim 2017).
  - Precarious workers have fewer means to cope with heat outside of work (poorly insulated housing, no air conditioning, etc) and thus they rest less, poorer recovery....

# Rationale

- Traditionally absent from OHS and collective negotiation scope.
- Lack of common policy approach:
  - Each country reacts differently.
  - Heat hits southern and northern European countries differently not a valid reason.
  - No specific mandate to employers for adaptive/preventive response.
- Knowledge gap with a few notable precedents:
  - HeatShield (2016)
  - ILO: Guidelines for a Just Transition (2015), Working in a warmer planet (2019).
  - ETUI: Heatwaves as occupational Hazard (2021)



# Objectives and Methods

1. Common methodological and conceptual working framework for desk and field research activities, working reports and final report:

**Examples:** Methodological guidelines for country reports, script for interviews, OHS item checklist, factors...

# Objectives and Methods

2. Desk research: Review of countries' and EU legislative and policy framework:

- Heat & OHS
- Collective negotiation and Social dialogue

**Examples:** OHS institutional layout, heat-health plans, collective agreements, OHS catalogues and technical guidelines, etc.

# Objectives and Methods

3. Each country team selected 2 cases of interest (company or sector) and analyze them, through **open interviews** with key informants in each negotiation process.

**Table 2. Countries and industries analysed in the ADAPT HEAT project.**

Country	Case Study 1	Case Study 2
Spain	Water management	Construction
Italy	Agriculture	Logistics
Greece	Food industry	Shipbuilding
Netherlands	Agriculture	Construction
Hungary	Agriculture	Education / Administrative Services

# Objectives and Methods

4. Building on the countries' reports, a **cross-country analysis**, with conclusions about the relations between heat adaptation policies and labour relations, from the point of view of their potential impact on workers H&S was developed.

# Results (as products)

- Five country reports including 2 case studies each.
- One comparative report that allows for common conclusions and recommendations at a EU level.
- Executive report.
- Sensibilization materials & communication campaign.
- A scientific publication (Forthcoming).
- A network of researchers on Heat and OHS.

# PROTECT HEALTH AND SAFETY AT WORK FROM HEAT AND HEAT WAVES AND HEATWAVES AT WORK



+ INFO ADAPT HEAT PROJECT



## PARTNERS



## COLLABORATE

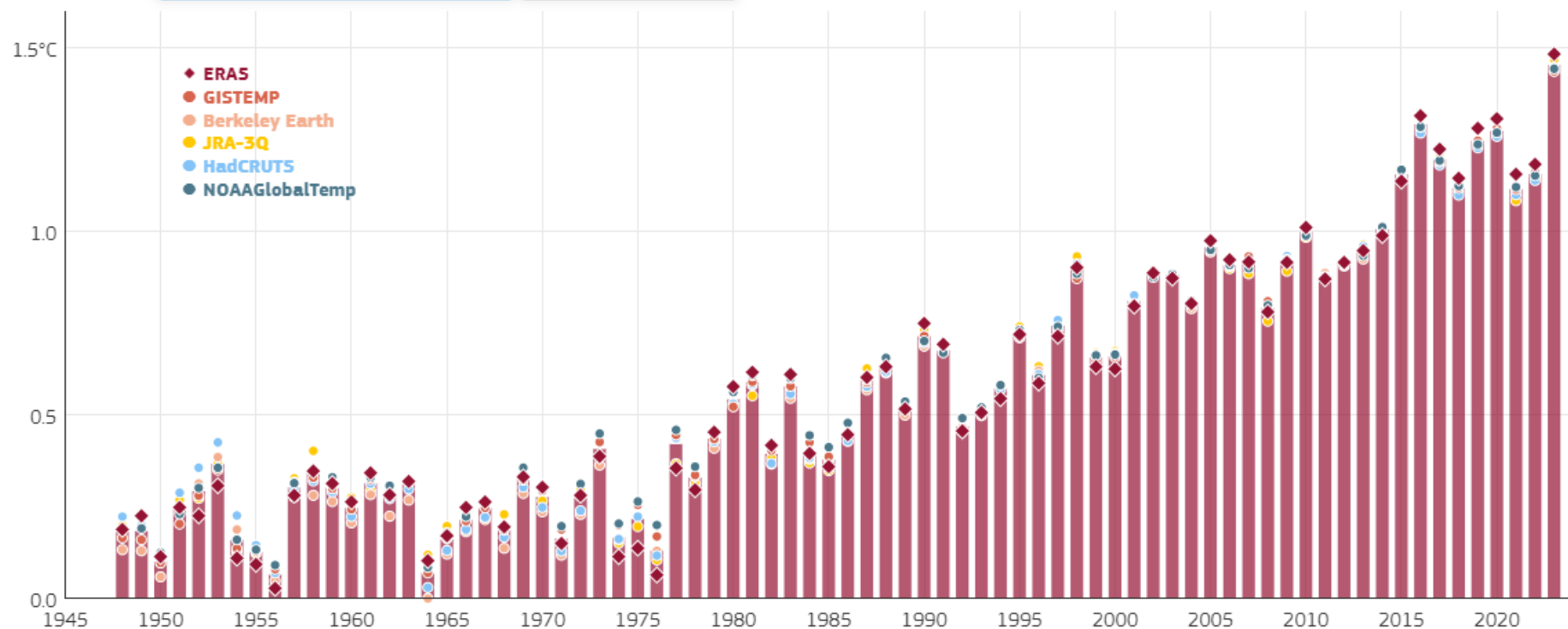


Funded by the European Union. Views and opinion expressed are however those of the authors only and do not necessarily reflect those of the European Union. Neither the European Union nor the granting authority can be held responsible for them

# Annual global surface temperature

Annual average, since 1948. Vertical bars represent the average of available datasets.

Increase above: 1850–1900 reference (pre-industrial) 1991–2020 reference



Data: ERA5 (C3S/ECMWF), JRA-3Q (JMA), Berkeley Earth, GISTEMPv4 (NASA), HadCRUT5 (Met Office Hadley Centre) and NOAA GlobalTempv6 (NOAA) • Credit: C3S/ECMWF



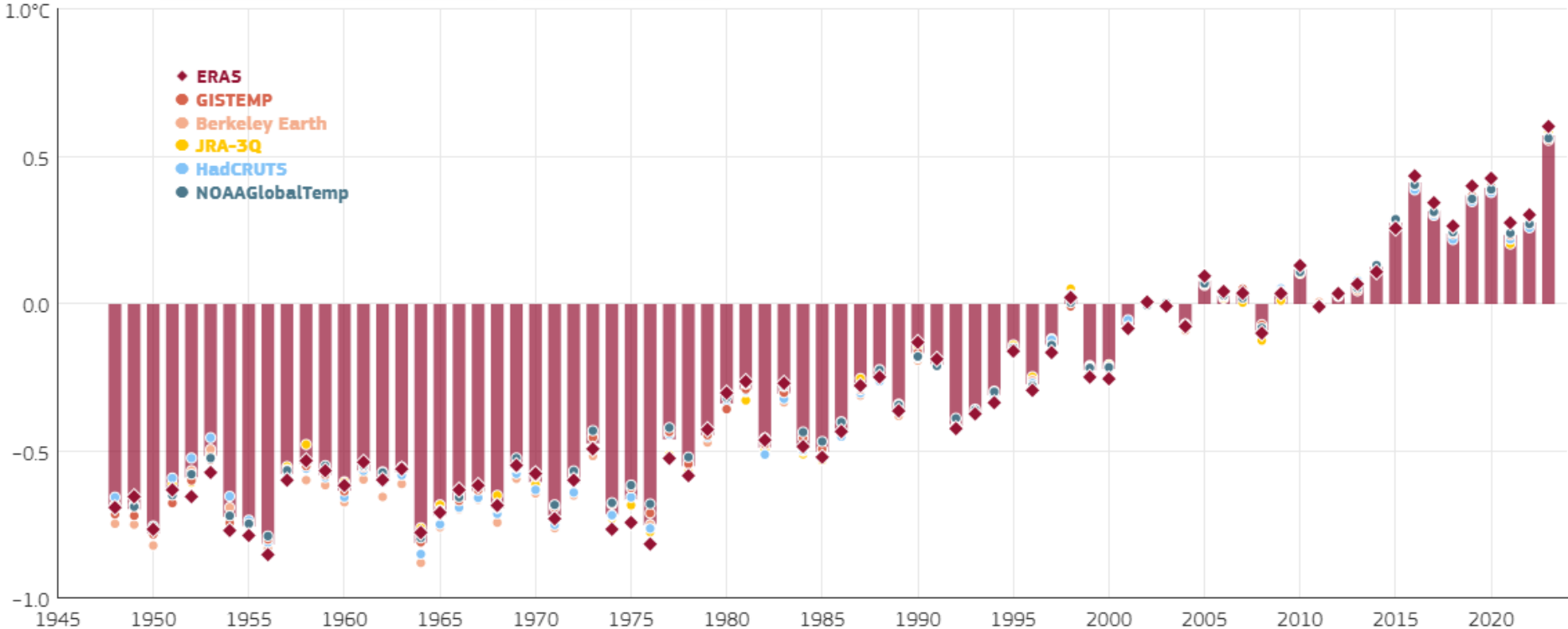
Figure 1. Annual estimated global surface temperature<sup>[1]</sup> increase above the average, relative to the 1991–2020 and 1850–1900 reference periods, for 1948 to 2023, according to six different datasets. Data sources: ERA5 (C3S/ECMWF), JRA-3Q (JMA), Berkeley Earth, GISTEMPv4 (NASA), HadCRUT5 (Met Office Hadley Centre) and NOAA GlobalTempv6 (NOAA). Credit: C3S/ECMWF.

[DOWNLOAD DATA](#)

# Annual global surface temperature

Annual average, since 1948. Vertical bars represent the average of available datasets.

Increase above: 1850–1900 reference (pre-industrial) 1991–2020 reference



Data: ERA5 (C3S/ECMWF), JRA-3Q (JMA), Berkeley Earth, GISTEMPv4 (NASA), HadCRUT5 (Met Office Hadley Centre) and NOAA GlobalTempv6 (NOAA) • Credit: C3S/ECMWF



Figure 1. Annual estimated global surface temperature<sup>[1]</sup> increase above the average, relative to the 1991–2020 and 1850–1900 reference periods, for 1948 to 2023, according to six different datasets. Data sources: ERA5 (C3S/ECMWF), JRA-3Q (JMA), Berkeley Earth, GISTEMPv4 (NASA), HadCRUT5 (Met Office Hadley Centre) and NOAA GlobalTempv6 (NOAA). Credit: C3S/ECMWF.