

The IBA Global Employment Institute
Report on Climate Change and Employment



Climate Change and Human Resources Policies Report

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Prepared by:

The International Bar Association Global Employment Institute



Table of Contents

Foreword	5
Introduction	6
Goals of the Report on Climate Change and Employment	7
Methodology	8
General comments on the results of the survey	9
On companies	9
1. Promotion of social dialogue on climate change	9
2. Measures to take into account climate change issues	9
3. Jobs in ecological sectors and polluting sectors	9
4. Investments to address climate change and create green jobs	9
5. Company social responsibility programme	10
6. United Nations Global Compact membership	10
7. Measures taken to reduce greenhouse gas emissions	10
8. Steps taken by public companies to promote green jobs	10
9. Studies on skills, jobs and climate change	10
10. Anticipation of career changes related to climate change	10
11. Integration of environmental skills in training policies	10
On countries	11
1. National political and legal framework to fight global warming	11
2. Social partners and decisions on climate change	17
3. Measures implemented by social partners to take into account climate change	18

4.	Measures of anticipation and support for jobs and qualifications	21
5.	Skills and competences defined by the social partners related with ecological transition	24
6.	Legislation promoting regional employment policies	26
7.	Resources for employment policies at the regional level	27
8.	Indicators measuring employment by sector	29
9.	Integration of young workers in environmental sectors	30
Conclusions		33
About the International Bar Association and the Global Employment Institute		34
	International Bar Association	34
	Global Employment Institute	34
Schedule 1: Questionnaire for company representatives		36
Schedule 2: Questionnaire for employment lawyers		37
Schedule 3: List of companies and law firms per jurisdiction		38

Foreword

When most people hear the words 'climate change', they think of the environmental impact that global warming is having on the planet. Climate change is not, however, limited to environment-related issues; it reaches into many other areas, including the workplace. While the relationship between climate change and employment is a relatively new issue in the world of work, it is one that will have ramifications for future generations of employees. It is for this reason that the IBA Global Employment Institute has chosen to explore further this important topic by developing this report.

As Coordinator of this report, I would like to express my sincere thanks and appreciation to all of the respondents for their valuable participation in this survey. Each of their contributions allowed us to have a comprehensive view of the impact of climate change in the workplace and the concrete measures that have been implemented to address this issue.

Pascale Lagesse
Co-Chair of the IBA Global Employment Institute

Respondents:

- Nathalie Hellio, author of Accenture's report
- Tove Bremell, author of Volvo's report
- Patrick L Benaroch and Charif El-Khoury from *Stikeman Elliott*, authors of Canada's report
- Nina Isokorpi and Janne Nurminen from *Roschier*, authors of Finland's report
- Pascale Lagesse from *Bredin Prat*, author of France's report
- Hans-Joachim Liebers from *Hengeler Mueller*, author of Germany's report
- Marco Maniscalco and Maddalena Lebro from *BonelliErede*, authors of Italy's report
- Federico Torzo and Elisabetta Rebagliati from *Macchi di Cellere Gangemi*, authors of Italy's report
- Mario Ibanez and Adria Carrasco from *Uria Menendez*, authors of Spain's report
- Henric Diefke, Anders Nordström, Tobias Normann and Sofia Tot from *Mannheimer Swartling*, authors of Sweden's report
- Robert Chaplin, Roland Doughty and Alex Sim from *Slaughter and May*, authors of the United Kingdom's report

Introduction

Why a survey on climate change and employment?

In the global fight against climate change, countries and companies must achieve a socio-ecological transition. It is vital for the future of our planet to change our production and consumption patterns in order to minimise our environmental footprint. The Paris Agreement reached on 12 December 2015 echoes this line of thought, stating that developed parties shall provide financial resources to assist developing parties in meeting their obligation under the agreement, with respect to both mitigation and adaptation. These financial measures will thus allow these countries to implement a sustainable climate policy, and address the threats and damaging effects of climate change.

In that same spirit, the International Labour Organization (ILO) considers that '[p]olicies and programmes need to be designed in line with the specific conditions of countries, including their stage of development, economic sectors and types and sizes of enterprises' in order to ensure a fair transition to environmentally sustainable economies and societies.¹ More specifically, the ILO addresses ecological transition as an opportunity to mobilise resources in order to support economic activity and employment. However, such a transition may raise questions over its consequences on the world of work and its integration within social dialogue, training and labour law.

In order to prepare for these changes, it will be necessary to anticipate the training, employment policies and other initiatives needed to ensure a smooth transition. Indeed, changes in jobs and tasks will inevitably occur in certain employment areas. The key challenge will be to facilitate the transition from 'weak' jobs to 'expanding' jobs, and adapt education and training systems in preparation for the conversion to a low-carbon economy.

As previously outlined, such a transition must be conducted in a just manner. At the country or company level, this translates into specific care and measures for employees who are at risk of undergoing changes in their careers. The aim of this report is to present the means implemented by companies and countries to prepare for an ecological transition and mitigate the negative impact of climate change on workers and employment.

Climate change is a key issue that requires the involvement of employees, employers and all citizens in order to make the necessary changes to existing legal and economic systems. This *Report on Climate Change and Employment* will also highlight what has been designed and implemented to meet this unprecedented challenge.

1 *Draft policy guidelines for a just transition towards environmentally sustainable economies and societies for all*, Report for discussion at the Meeting of Experts on Sustainable Development, Decent Work and Green Jobs, International Labour Office, Geneva, 5–9 October 2015, Art 29(f), 6.

Goals of the Report on Climate Change and Employment

The IBA has been focusing its attention on the issue of climate change for several years now. In November 2012, at the IBA Annual Conference in Dublin, Mary Robinson, lawyer and former President of Ireland,² proposed that ‘the IBA convene a working group to provide leadership in shaping the global response to climate change’.³

Michael Reynolds, the then President of the IBA, responded favourably to this call, and at the beginning of 2013 established a high-level task force in charge of addressing the issue of climate justice and human rights. This task force was led by the IBA’s Legal Practice Division and co-chaired by David Estrin, Chairman of the IBA Environment, Health and Safety Law Committee, and Helena Kennedy, Co-Chair of the IBA’s Human Rights Institute. Their report, *Achieving Justice and Human Rights in an Era of Climate Disruption*, which was produced with the support of 19 expert members, was presented on 22 September 2014. The goal of the IBA was presented as follows in the introduction of the report:

‘By adopting a justice and human rights-centred approach, the IBA intends to shift the focus of much-needed reform from purely economic and scientific considerations to the human rights and equity consequences of climate change. In doing so, the IBA hopes to advance equity and justice, listening to the human rights concerns of the communities most vulnerable to climate change... In particular, this Report proposes concrete recommendations relevant to climate change mitigation and adaptation, with a view to ensuring climate justice’.⁴

David W Rivkin, the President of the IBA (2015–2016), continued down this same path and has made climate change justice one of his top priorities.

Faced with the multiple impacts of climate change, the IBA’s Global Employment Institute (GEI) has drawn its attention to this issue and questioned the ramifications of this phenomenon in the world of work. With that in mind, the GEI established two surveys: one intended for company representatives and one for employment lawyers.

The objective was to gain a global perspective of the measures taken by companies and national legislations to manage the changes brought about by climate change strictly speaking on the one hand, and ecological transition on the other.

2 Mary Robinson was the United Nations High Commissioner for Human Rights from 1997 to 2002, and in 2014 became the UN Secretary-General’s Special Envoy for Climate Change.

3 IBA, Presidential Task Force on Climate Change Justice and Human Rights, *Background: the concept* www.ibanet.org/PresidentialTaskForceCCJHR2014.aspx accessed 7 April 2016.

4 IBA Climate Change Justice and Human Rights Task Force, *Achieving Justice and Human Rights in an Era of Climate Disruption*, July 2014, 35.

Methodology

The Council of the GEI appointed a working group for the development of this report. The working group is composed of the following members of the GEI Advisory Board: Nathalie Hellio (Accenture, France), Tove Bremell (Volvo, Sweden), Tina Svanberg (Coop, Denmark) and Carlos González-Garcés (Inditex, Spain).

This working group, with the coordination of the GEI Co-Chair, Pascale Lagesse, drafted the questionnaires and contacted company representatives and employment lawyers from several countries. The questions were designed to cover the most important issues related to climate change, employment and training policies, and social dialogue at all levels. These questionnaires are attached to this report as Schedules 1 and 2.

More specifically, the questions were divided as follows:

- Company representatives were asked to answer 11 questions on their internal policies on the topics of social dialogue, training and corporate responsibility, in their aspects regarding climate change.
- Employment lawyers were asked to answer nine questions on their national political and legal frameworks, employment policies and indicators, at the national, regional and industry levels, in their aspects regarding climate change.

Two companies participated in our survey in addition to nine law firms (covering eight countries). Their answers to each questionnaire have been consolidated in this final *Climate Change and Human Resources Policies Report*.

While it may be unwise to draw general conclusions regarding trends in the business world, the responses obtained may offer an overview of the various measures implemented in countries in Western Europe and North America.

A first draft of the *Report on Climate Change and Employment* was submitted to qualified senior human resources (HR) managers and employment counsels at an open meeting on 24 June 2016 in London sponsored by the IBA.

The GEI wishes to convey its gratitude to all the respondents for their participation and interest in the development of the survey. The GEI would also like to extend a special thank you to the Advisory Board for its valuable contributions to this report. Finally, the GEI wishes to express its thanks to Katherine Boudreault of Bredin Prat for her assistance and support with the drafting of the report.

General comments on the results of the survey

On companies

1. Promotion of social dialogue on climate change

The surveyed companies reported different ways of promoting social dialogue on climate change within their businesses and outside their walls. For instance, Accenture has implemented a corporate citizenship programme and produces an annual report on the company's goals, progress and performance, including regarding environmental issues. On this last topic, the Corporate Citizenship Committee holds annual meetings to identify and discuss significant environmental risks and informs the board of directors of such risks. On the other hand, Volvo reported on its participation in environment-related international forums and programmes, such as the United Nations High-Level Advisory Group on Sustainable Transport and the Climate Savers programme of the World Wildlife Fund.

We note that surveyed companies take various actions regarding climate change, which shows their concerns about this issue.

2. Measures to take into account climate change issues

The surveyed companies tackle climate change mainly through research and development. In order to reduce their impact on the environment, they have implemented programmes to recycle and reduce waste, and have dedicated resources to developing green technologies and ecological products. These efforts must be highlighted and should serve as an inspiration in the business community.

3. Jobs in ecological sectors and polluting sectors

[The surveyed companies did not have available information on this topic.]

4. Investments to address climate change and create green jobs

The surveyed companies did not report particular investments to address climate change and encourage the creation of green jobs. However, as outlined by Volvo, the need for green knowledge and expertise is increasing.

One can expect such a trend to rise as environmental skills and competences become increasingly in demand in the labour market.

5. Company social responsibility programme

The surveyed companies have all implemented a corporate social responsibility programme. Their respective corporate responsibility is reflected notably in their programmes, codes of conduct and environmental International Organization for Standardization (ISO) certifications.

6. United Nations Global Compact membership

The surveyed companies are all members of a UN Global Compact local network. This should be highlighted because adherence to the environmental principles it conveys (eg, to support a precautionary approach to environmental challenges and to undertake initiatives to promote greater environmental responsibility) is of fundamental importance. We believe that such adherence will encourage businesses to take increased responsibility for the achievement of ecological transition.

7. Measures taken to reduce greenhouse gas emissions

The surveyed companies have reported a decrease of their greenhouse gas emissions. This was achieved notably through investments in technology and staffing locally. Such measures underline these companies' corporate responsibility and their leading role regarding climate issues.

8. Steps taken by public companies to promote green jobs

[The surveyed companies did not have available information on this topic.]

9. Studies on skills, jobs and climate change

The surveyed companies did not conduct particular studies on the topic of jobs and climate change. However, as outlined in their previous answers, climate issues and ecological transition will enhance the need for environmental knowledge and skills.

10. Anticipation of career changes related to climate change

[The surveyed companies did not have available information on this topic.]

11. Integration of environmental skills in training policies

The surveyed companies have integrated environmental skills into their training policies and, more generally, implemented sustainable environmental management policies within their businesses.

On countries

1. National political and legal framework to fight global warming

The answers provided by lawyers highlighted the main actions taken by their countries to tackle climate issues brought about by global warming. In particular, their detailed responses have provided insight into four main areas: (i) the implementation of a general framework to tackle climate change; (ii) efforts to reduce greenhouse gas emissions; (iii) the creation of various environmental measures and bodies; and (iv) the promotion of corporate environmental responsibility.

I. IMPLEMENTATION OF A GENERAL FRAMEWORK TO TACKLE CLIMATE CHANGE

Each surveyed country has established a political and/or legal framework to fight global warming. Countries have also reported the recognition of environmental-related rights of citizens. For instance, in 2005, France adopted an Environment Charter, which asserts the right of each individual to live in a balanced and healthy environment, and to participate in the preparation of public policies relating to the environment.

Moreover, in 2000, France made the fight against global warming a 'National Priority', and enacted this political will in the French Environmental Code in 2001. Germany also reported the integration of a 'national state objective (Staatsziel) of protection of the environment' in the Basic Law of the Federal Republic of Germany, which implies an obligation on Germany to establish and pursue an active environmental policy.

The surveyed countries reported the adoption of a wide range of laws and regulations related to environmental protection, which are briefly summarised as follows:

- A law establishing France's energy policy guidelines, known as the 'POPE Law', was adopted in 2005. The objective of this law was to reinforce the link between public energy policies and the climate, and give rise to several national actions to tackle climate change. To strengthen its climate policy and better address the risks arising from this issue, two new laws (called Grenelle 1 and Grenelle 2) were adopted in 2009 and 2010 for the purpose of introducing a new energy-efficient economic model.
- Germany has reported the adoption of no fewer than 259 acts of legislation related to different environmental topics, such as

water resources, protection of nature and recycling. Among them, the Revision of the Atomic Energy Act, the Greenhouse Gas Emissions (Trading) Act and the Renewable Energy Sources Act are noteworthy. In December 2014, Germany adopted an Action Programme for Climate Protection, which also tackles a wide range of environmental issues.

- The United Kingdom reported the adoption of the Climate Change Act of 2008, which provides the broad framework in the UK for tackling global warming. In addition, every five years, the Department for Environment, Food and Rural Affairs publishes a National Adaptation Programme, which aims at managing the risks and opportunities arising from the transition to a low-carbon economy.
- Spain reported the adoption of various measures in order to fight global warming. Several bodies have also been created to ensure the coordination of these measures and the country's compliance with its international environmental commitments.
- Italy adopted an Environmental Code in 2006, which mainly deals with environmental safety. More recently, following the Paris Agreement of December 2015, Italy adopted Provisions on the Environment to Promote the Green Economy and to Restrict the Excessive Use of Natural Resources. This law, which entered into force on 2 February 2016, deals with a great variety of environmental topics, including the treatment of waste, sustainable mobility and alternative energy.
- Sweden reported the adoption of 15 Environmental Objectives, which cover the main issues arising from climate change.
- Finally, on 1 June 2015, Finland adopted its Climate Change Act, which establishes the planning of the climate change policy in Finland and monitors its implementation. It also aims at coordinating the activities of state authorities and strengthening the participation of different parties in the planning of climate change policy in Finland.

II. EFFORTS AIMED AT REDUCING GREENHOUSE GAS EMISSIONS

The reduction of greenhouse gas emissions has been a crucial objective, notably for the surveyed countries bound by the Kyoto Protocol. In that spirit, all these countries have established specific greenhouse gas emission reduction targets to achieve, at the latest, by the first half of the century. The objectives set out by the surveyed countries are as follows:

- France adopted a national programme to fight climate change for the first time in 2000 in order to honour its commitments regarding the Kyoto Protocol. Willing to increase its commitments, in August 2015, France adopted the Act on Energy Transition for Green Growth, which aims at achieving an effective transition towards a green economy. In that spirit, this act sets an objective of reducing France's greenhouse gas emissions by 40 per cent compared to the 1990 levels by 2030.
- Germany reported a national objective of a 40 per cent reduction of carbon dioxide (CO₂) compared with the status of 1990 to be achieved by 2020. Other targets have been set out for the purpose of achieving this goal:
 - 80 per cent of Germany's electricity must be generated from renewable sources by 2050 (40–45 per cent until 2025 and 55–50 per cent until 2035); and
 - increase the use of renewable energy by 60 per cent in relation to gross energy consumption by 2050.

Reports on the progress and failures of the energy turnaround are regularly published by a government commission.

- There is, however, an ongoing political debate over such a tight timeline. Some have argued that this will jeopardise jobs in the carbon-based production of the electricity sector and are calling for more flexibility regarding the Energy Concept 2050. Others are demanding that the targets set out in the timeline become binding minimum standards. The German Chancellor was asked to resolve such a dispute by issuing a straightforward confirmation of the concept before the Climate Change Conference in Morocco on 7 November 2016.
- The aforementioned UK Climate Change Act of 2008 sets the target of reducing carbon emissions by at least 80 per cent compared with 1990 levels by 2050. A Committee on Climate Change has been created to monitor and ensure the progress made towards this most ambitious target.
- Sweden has reported the adoption of a 'Sustainable and resource-efficient energy supply and no net emissions of greenhouse gases in the atmosphere 2050' policy. Moreover, financial support may be requested from the state in order to implement measures aimed at reducing greenhouse gas emissions.

- Italy has adopted a Climate-Energy package, which provides for the goal of reducing greenhouse gas emissions by 18 per cent by 2020.
- In Canada, the province of Quebec has created a carbon market. Such a system operates as follows: a price is set on carbon and the emitters are allowed to purchase and sell emissions allowances according to their needs. Each year, the government sets a cap on the number of emission units that it will put in circulation, and this cap drops every year. The revenue it generates is allocated to the Green Fund, which supports sustainable development in the province. It should be noted that Ontario and Manitoba, two other Canadian provinces, have also implemented a similar system.

III. CREATION OF VARIOUS ENVIRONMENTAL MEASURES AND BODIES

The surveyed countries presented the key policies, laws and regulations that they have adopted to tackle the issue of global warming. The first identified actions date back to the mid-1990s, and we observe today a wide variety of measures in force among our respondents. To illustrate the importance of this issue, as mentioned previously, in Germany alone there are 259 national acts of legislation in connection with individual environmental topics.

Countries have been creative in developing measures to address climate change and its consequences. For instance:

- France created a National Observatory on the Effects of Global Warming in 2001 to specifically address this multifaceted issue. The role of this body is to gather and disseminate information, studies and research on the risks brought about by global warming and to make recommendations on prevention and adaptation measures regarding these issues.
- Spain adopted several environmental measures to make a transition towards a more sustainable economy:
 - In 2005, Spain created a mandatory authorisation to be obtained for the creation of companies that emit a specific amount of greenhouse gas in particular sectors, such as petrol and gas plants.

- To discourage the use of coal, the Sustainable Economy Act has implemented a trade mechanism, which allows the state and companies to trade funds in exchange for emission reductions.
- Italy has also adopted some interesting sustainable measures. For instance, it has created a Sustainable Mobility Fund, which finances measures designed to encourage car-sharing, cycling and public transport. Regarding building construction, a Legislative Decree of 2006 has made the use of photovoltaic and solar panels mandatory for all new buildings of over 1,000 square metres. In addition, as part of its aforementioned Climate-Energy package, Italy has undertaken to:
 - produce at least 17 per cent of energy from renewable sources by 2020; and
 - reduce primary energy consumption by 20 per cent by 2020.
- Finland has set out the following environmental targets:
 - increase the use of renewable energy to more than 50 per cent in the 2020s; and
 - give up the use of coal in energy production in the 2020s.
- Sweden has introduced two ambitious programmes:
 - a fossil-fuel independent vehicle fleet by 2030 for a more sustainable transport system; and
 - sustainable and resource-efficient energy supply and no net emissions of greenhouse gases in the atmosphere by 2050.
- Finally, in 2009, Canada and the United States launched the United States–Canada Clean Energy Dialogue (CED), whose goal is to enhance Canada–US bilateral collaboration to develop clean energy science and technologies in order to reduce greenhouse gas emissions and combat climate change.

Another very interesting measure is the deal that the federal government of Germany reached with nuclear energy providers. As part of this deal, energy providers promised to dismantle their nuclear power stations and pay €26bn into a state fund for the final renaturalisation, and the interim and final storage of their

nuclear waste. The government in turn promised to assume liability for the storage of the nuclear waste, thereby releasing the providers from this duty in order to avoid possible insolvencies. While this deal has been criticised for placing the burden of the elimination of nuclear waste on taxpayers, it has also been widely acclaimed for saving and adjusting thousands of jobs in the energy producing industry.

The creativity that the surveyed countries have demonstrated in developing these measures illustrates the importance that they place on this global issue.

IV. PROMOTION OF CORPORATE ENVIRONMENTAL RESPONSIBILITY

Corporate responsibility with regard to environmental issues has also been addressed by the surveyed countries.

For instance, Germany has adopted the German Sustainability Code, which constitutes a standard regarding companies' sustainability performance and whose application is voluntary. The German Council for Sustainable Development is in charge of monitoring the application of this code, following the 'comply or explain' principle.

On the other side of the Atlantic, Canada is taking part in Mission Innovation. This project aims to increase private sector investment with the help of a group of investors from countries that are prepared to contribute high levels of capital and drive sustainable innovation from laboratories into the market.

It is also noteworthy to mention that in Italy, natural disasters have increased public awareness of climate change issues and the effect they can have on employment. Italian trade unions have therefore become more proactive on these issues and routinely ask companies to merge work efficiency with environmental stability in an effort to preserve the job market.

The 21st Annual Conference of the Parties (COP21) and the signature of the Paris Agreement in December 2015 appear to have increased awareness about the impact and challenges of global warming, and seem to have triggered the adoption of new pieces of legislation. The surveyed countries have demonstrated great efforts in adjusting their economic models and implementing national green strategies.

2. Social partners and decisions on climate change

All the surveyed countries involve or allow the involvement of social partners in climate change issues and in the development of climate-related policies. The different mechanisms described by the surveyed countries allow for: (i) the direct participation of social partners; and/or (ii) their indirect involvement.

I. MECHANISMS ALLOWING THE DIRECT PARTICIPATION OF SOCIAL PARTNERS

In some of the surveyed countries, social partners are directly involved in councils and committees, where they are consulted on climate change issues as representatives of employers and employees.

For instance, in 2012, France created the National Council for Ecological Transition, a collegiate body that is consulted on environmental bills and is composed of six groups, among which one represents employee unions and another represents employer unions. More recently, in January 2015, France created the Commission on Democratisation of Environmental Dialogue to encourage discussion among the social partners on environment-related topics. France also holds annual social conferences; during the fourth conference held on 19 October 2015, several measures were adopted by the government and social partners in order to identify and anticipate the social impact associated with ecological transition, mainly in terms of training and professional counselling.

The Italian Government has gathered its Parliament, Electricity and Gas Authority, Antitrust Authority, social parties, corporations, research centres and associations in order to elaborate on Italy's 2013 National Energy Strategy.

In the UK, the Department for Business, Energy and Industrial Strategy (BEIS) has teamed up with Unionlearn and several colleges to set up the Green Skills Partnership project, which is designed to develop skills training and raise awareness of climate change issues in an effort to engage social partners on these issues. We may also note that UK unions are members of various government and trade groups, such as the UK Commission for Employment and Skills and the Aldersgate group. As in France and Germany, these groups are more generally engaged with employment issues, but may be called on to examine environmental issues.

Regarding the legislative process, in France and Germany, when a bill regarding employment is introduced to parliament, social partners are called on to examine the proposed act and provide their comments

and opinions. In that spirit, social partners may be asked to examine an environmental bill that may affect employment in different ways. In Germany in particular, when occupational health and safety regulations (*Arbeitsschutz*) correspond to environmental topics (*Umweltschutz*), detrimental effects on the environment (eg, by dangerous substances, emissions or radiation) may also endanger the life and health of employees. Therefore, sections 89 and 106 of the Works Constitution Act dealing with occupational health and safety have been supplemented with the topic 'environmental protection', which can be monitored by the works council.

We can therefore see that social partners are involved in the question of climate change, but only insofar as it directly or indirectly affects employees' health, safety or working conditions.

II. MECHANISMS ALLOWING THE INDIRECT INVOLVEMENT OF SOCIAL PARTNERS

In other countries, social partners can be part of government bodies involved in climate policy-making. This is a possibility offered notably by Spain and Sweden.

Social partners can also participate in the consultation process regarding the drafting of laws and regulations on environmental and climate change issues. For instance, in Italy, Germany and Finland, social partners have submitted their views on environmental bills and strategies prepared by the government in recent years. Moreover, in Sweden, an All-Party Committee, whose members include social partners, has been set up to advise the government on environmental topics and secure broad political consensus on these issues.

Climate change is regarded as a multifaceted issue, so the surveyed countries are increasingly taking into account the views of stakeholders. This should allow countries to respond better to the widespread ramifications of global warming, including employment.

3. Measures implemented by social partners to take into account climate change

Measures regarding climate change have been implemented by social partners, mainly at the company level. These measures can take various forms and address various types of issues, which are mainly: (i) training; and (ii) environmental protection.

I. MEASURES REGARDING TRAINING

On the question of training, the surveyed countries reported the use of some interesting measures.

For instance, companies in France have a legal obligation to help their employees to adjust to industrial changes and changes in their functions, including those brought about by climate change. In companies with more than 300 employees, there is an additional obligation for the employer to negotiate on employment, skills and career management, and vocational training policies. In addition, companies with more than 50 employees must establish an economic and social database containing information on employment trends by sector and the investments made by the company in employee training. This allows social partners to have a clearer picture of the changes undergone by the company and anticipate their impact on the workforce.

In Germany, any operational change of a certain magnitude, including those caused by climate change, is subject to information and consultation with the competent employee representatives in order to reach an agreement on layoffs, relocations, compensation, reschooling, training, qualification, and so on. The social partners negotiating such agreements are required to be in contact with the local employment agency considering any statistical documentation on job openings or career options, including necessary qualifying training opportunities with an emphasis on green employment requirements.

In the UK, the Trade Union Congress has set up a Green Workplaces scheme, which brings together unions, employers and education providers to deliver green skills training and encourage environmentally friendly habits at work.

In Canada, certain provinces have implemented workforce training requirements. For example, in Quebec, the Act to Promote Workforce Skills Development and Recognition requires all employers whose annual payroll is higher than \$1m to invest the equivalent of at least one per cent of the annual payroll into training activities and skills development. Such money may be used to improve workforce qualifications and skills, in particular, to adapt to industrial changes that may be brought about by climate change and ecological transition.

II. MEASURES REGARDING ENVIRONMENTAL PROTECTION

On the question of environmental protection, the surveyed countries reported the development of initiatives at the interprofessional or industry level. For instance:

- In Sweden, a union confederation has developed a code of conduct on how to handle climate and environmental issues on the company level. On a broader scale, Italy's Climate Coalition, which is in charge of raising awareness on the impact of global warming, is composed, among others, of trade unions and employers associations.
- In Finland, certain industry organisations have adopted energy performance contracts, which are voluntary commitments designed to combat climate change via the effectiveness of energy-consuming processes in accordance with European Union-level and international obligations.

At the company level, the surveyed countries reported the implementation of various measures:

- In Germany, social partners may integrate environmental issues into existing agreements or even conclude ecological collective agreements. This last option was used in 1994, when the first company agreement on environmental protection was concluded. Such agreements may notably provide for the implementation of environmental policies, the setting up of group environmental committees and the development of sustainable management concepts. In addition, it should be noted that each company in Germany has an environmental officer who is in charge of coordinating the whole environmental topic within the organisation and ensuring that requirements regarding environment protection are fulfilled. Another interesting measure is the initiative of the Federal Environment Agency and the Federal Ministry for Economic Affairs, which created the 'energy scout' position. Energy scouts are in charge of checking the employer's business and premises for options to reduce the unnecessary consumption of energy. In 2013, there were about 1,000 such trained and employed scouts.
- In Canada, we note an increased number of 'greening clauses' in collective bargaining agreements at the company level; these are notably clauses related to workplace environmental committees, recycling and green procurement.

- In Spain, over 1,500 Spanish companies and associations are part of the Spanish section of the UN Global Compact Local Network and have agreed to take initiatives promoting increased environmental responsibility. Many companies that are not part of the network have also committed to monitor and reduce greenhouse gas emissions.
- Many Finnish companies have adopted their own environmental principles and practices in the area of climate change.

On a smaller scale, we have seen that unions make noteworthy contributions regarding climate change. For instance:

- In Sweden, the Swedish Trade Union Confederation has implemented a programme on environmental political strategies to reduce the environmental impact of transport and food production.
- In Italy, unions have also engaged in the climate issue and advocate for a new economic model of sustainable development.

We can observe that the social partners are active when it comes to the issue of climate change at all levels. They are well aware of the issues arising therefrom and play an important role in their prevention in the workplace.

4. Measures of anticipation and support for jobs and qualifications

The majority of the surveyed countries reported the implementation of different types of measures to address the issue of climate change and employment. Indeed, the fight against global warming and the transition towards a green economy undeniably affects the world of work. Notably, this is why Article 180 of France's 2015 Energetic Transition for Green Growth Law expressly provides that employment policies shall devote specific attention to the support of career changes resulting from ecological transition.

Two principal sets of measures can be identified: (i) measures that are designed to monitor employment trends; and (ii) measures that are designed to increase training and study opportunities in green fields.

I. MEASURES DESIGNED TO MONITOR EMPLOYMENT TRENDS

Regarding this first aspect, as early as in 2007, the Canadian Environmental Careers Organization ('ECO Canada') published a report whose evocative title is *A Remedy for Labour Shortages in the Environment*. This report predicted that environmental job growth will far surpass average job growth, which will translate into an important increase in green jobs and the adaption of existing jobs.

France has developed a number of mechanisms to anticipate changes in the labour market in relation to global warming and ecological transition. Prospective studies at different levels have been conducted on the evolution of jobs and skills, and a National Observatory for Jobs in the Green Economy (*Observatoire des emplois et métiers liés à l'économie verte*) was created in 2010 in that spirit. Moreover, many professional organisations have signed conventions with the government, called 'commitments on employment and skills development', which allow them to benefit from technical and financial assistance from the state in order to conduct prospective studies on the evolution of jobs in different sectors.

In 2015, the French National Council for Employment and Professional Training published a report on the current needs in terms of skills and training in different sectors. It identified nine areas (eg, agriculture, recycling and waste, and renewable energy) that are particularly affected by ecological transition and are facing various issues regarding employment and training. The council called for an urgent and strong reinforcement of the provision on education and training, both in terms of initial training and professional retraining.

Another interesting French measure is the creation of a classification of jobs in the new green economy, with certain jobs being qualified as green or 'becoming green'. Such a listing has been approved by all the professional branches and allows students and workers to identify promising sectors in terms of employment in the new green economy.

In Germany, the Federal Environment Agency, Federal Statistical Office, Federal Employment Agency and numerous commissions monitor and publish trends in employment markets according to industries, regions, job categories and other details, considering, among other issues, environmental topics. While there are certain jobs exclusively in the ecological sphere (eg, environmental engineers), many technical, academic and other traditional occupations can have a major ecological aspect.

In Spain, the Unión General de Trabajadores (UGT) union published a report in December 2015 indicating the different sectors that will create jobs related to the environment, and has suggested policies and investments that should be adopted to ensure an equitable transition regarding the creation of sustainable jobs.

II. MEASURES DESIGNED TO INCREASE TRAINING AND STUDY OPPORTUNITIES IN GREEN FIELDS

On the other hand, other countries have developed environmental training and study opportunities. Such development is particularly noteworthy in Italy, where professional and postgraduate training courses in the energy sustainability sector more than doubled between 2006 and 2010.

In a more general way, government and professional bodies have created guidelines and websites to provide young people with environmental knowledge and encourage them to study and work in green sectors. This is the case, for instance, in Italy, where an interministerial committee created such guidelines, and in Sweden, where the Federation of Swedish Farmers put in place a 'Study green' website to inspire young people to do so.

Certain countries have the obligation to ensure the training of their employees and their adaptation to changes in their tasks, changes that may be the result of climate change and ecological transition. This is the case notably in France and Germany, as mentioned previously, and Spain.

In Italy, the National Research Institute for Vocational Education and Training Employment and Social Policies published a report in 2014 on *Training for energy sustainability: stay in the job and new jobs*, which presents the importance of the green economy and the opportunities it offers. In addition, in 2014, specific guidelines on environmental education were issued by the government to promote the acquisition by young students of environmental skills and knowledge.

The UK reported that the country's professional bodies' approach was more top-down: they encourage businesses to innovate, with innovations being expected to bring about jobs, instead of focusing on addressing employees' skills. However, unions often offer training to their members, which may be environment-related, as mentioned previously.

We can therefore observe that the surveyed countries are well aware of the effect of climate change on employment and are taking effective action to ensure a swift transition to a greener economy.

5. Skills and competences defined by the social partners related with ecological transition

It is undeniable that the development of environmental skills and competences will become more and more important in an increasingly ecological business model. Specifically: (i) the difficulties encountered in replacing employees with green skills has led to (ii) the need to conduct specific studies and implementation of various initiatives regarding skills, training and ecological transition.

I. DIFFICULTIES ENCOUNTERED BY COMPANIES IN HIRING/ REPLACING EMPLOYEES WITH GREEN SKILLS

Acquiring new skills becomes increasingly important in jobs and economic sectors affected by climate change and ecological transition.

Indeed, a Canadian study on job advertisements conducted in 2012 has shown that more than eight per cent of the postings studied referred to environmental skills within the description of the requirements for the job. In that same spirit, as highlighted in the *GreenItaly 2015* report, it appears that companies have difficulties in hiring or replacing employees with green skills in more than 20 per cent of cases, compared with ten per cent for positions not requiring such skills.

Such statistics are striking and demonstrate the strong challenge of employment and training within ecological transition.

II. STUDIES CONDUCTED AND OTHER INITIATIVES REGARDING SKILLS, TRAINING AND ECOLOGICAL TRANSITION

Following the responses provided by the surveyed countries, it appears that social partners have discussed the skills needed in the new green economy in order to provide employees with proper training:

- In the UK, reports on *Skills for a green economy* and *Stewarding the green skills agenda* have been published in recent years (2011 and 2012, respectively) and highlight the skills and competences that will be involved in the ecological transition. The 2012 report, moreover, outlines the important role of trade unions in defining the green skills needed in a low-carbon economic model.
- On the other side of the Channel, the French Centre for Study and Research on Qualifications issued a report in 2014 showing that ecological transition and sustainable

development are increasingly taken into account in reference systems for professional qualifications. Environmental skills are introduced in training curricula in order to adequately prepare candidates for jobs that have evolved in relation to the green transition. In that same vein, in the framework of France's National Strategy for the Ecological Transition towards Sustainable Development 2015–2020, a diploma overhaul has been implemented to better integrate ecological challenges into the French academic curriculum. In a more general way, since 2004, no fewer than 189 joint prospective observatories on occupations and qualifications have been created at the regional, territorial and national levels to study the evolutions of jobs and skills, including those brought about by climate change.

- In Canada, ECO Canada published a labour market research study called *The Green Jobs Map*, the purpose of which was to determine the key requirements for green jobs and how workers can tailor their professional development to further their employment success.

The surveyed countries also reported initiatives taken by social partners in this regard. For instance:

- In Spain, the Confederacion Sindical de Comisiones Obreras (CCOO) union published guidelines to be adopted by all its members at company level. One notable measure involved training courses related to the environment and practical aspects to be taken into account in the performance of specific services.
- In Finland, as part of their framework agreement in 2011, social partners agreed on additional training, which led to changes to legislation in 2014 in an effort to update employees' professional skills.
- In Italy, employer unions have put in place training programmes in order to make employers aware of the issues and risks pursuant to environmental criminal law provisions arising from their own activity.

Hence, it clearly appears that social partners play an important role in different aspects of employee training with regard to ecological transition.

6. Legislation promoting regional employment policies

The surveyed countries appear to promote employment policies both: (i) in defined regions or sectors; and (ii) in green fields.

I. PROMOTION OF EMPLOYMENT IN DEFINED REGIONS OR SECTORS

This is notably the case in France, whose National Strategy for the Ecological Transition towards Sustainable Development 2015–2020 aims to create 100,000 new green jobs between 2015 and 2020. This national strategy also provides for nine goals, with goal number seven standing more specifically for ‘educating, training and raising awareness of ecological transition and sustainable development’. In addition, since 2009, a national plan to promote green growth jobs and professions has been implemented to encourage environmentally friendly employment.

In Spain, the Climate Change Adaptation Plan and the Clean Energy Strategy establish, as a priority, the creation of green jobs in particular sectors, such as transport, industrial farming and waste management.

In Italy, the state sets the legal framework and principles on employment protection and safety, while the regions have the power to create specific legislation. By way of example, in 2013, the Lazio region entered into a partnership with the National Agency for New Technologies, Energy and Sustainable Economic Development to promote employment and economic growth in the green economy sector.

In a more general manner, Finland’s Regional Development Act aims at improving the employment situation in Finnish regions and calls for action for structural changes in these areas.

II. PROMOTION OF EMPLOYMENT IN GREEN FIELDS

On the other hand, certain countries promote employment in green economy sectors in general.

Spain has set the creation of sustainable jobs in certain sectors as a priority in its National Climate Change Adaptation Plan and in its Spanish Climate Change and Clean Energy Strategy (2007–2012–2020). Such sectors include transport, industries and farming.

Another interesting Spanish initiative is the development in 2008 of the Programa Empleaverde, which uses subsidies to encourage the creation of companies linked to the environmental sector, as well as

green jobs. This has allowed, until now, for the creation of more than 2,500 new companies linked to the environmental sector and the training of more than 60,000 employees.

In Canada, provinces have adopted laws with the clear objective of creating green jobs. For example, New Brunswick adopted its Green Jobs Act in order to create jobs that would reduce the province's dependence on fossil fuels. Under this act, a Crown corporation (without share capital) was created to promote and develop employment, notably in the renewable energy sector. Ontario adopted its Green Energy Act, which pursues, among other objectives, the creation of clean energy jobs.

Finally, the Annual Green Day, implemented in Germany, is an initiative that is worth mentioning. On that day, universities and companies open their doors to students to promote participation in environmental programmes. This initiative is not an employment policy per se, but will surely promote the training of skilled workers in a flourishing ecological economy.

7. Resources for employment policies at the regional level

The development of strong employment policies naturally requires investment. The surveyed countries reported that major investment has been made for this purpose, which is either: (i) monetary; or (ii) technical.

I. MONETARY INVESTMENT FOR EMPLOYMENT

Several of the surveyed countries have invested important sums in green regional employment policies.

For instance, in Italy, the Emilia-Romagna region created a six-year Rural Development Programme (2014–2020) for investment in the agro-industrial sector. This programme notably provides for different employment measures focused on environmental and climate sustainability. In a more general way, the Lazio region implemented a €47.5m programme in order to enhance employment in the region. Similarly, the Lombardy region has adopted social cushions and fiscal incentives to encourage new hiring by companies.

In Canada, the federal government announced its plan to invest CAD300m per year on clean jobs and energy nationwide. At the provincial level, a federal investment of CAD40m was announced in Alberta in order to create green jobs, help businesses advance clean technology and reduce greenhouse gas emissions. Alberta has also issued its own plan to address the issue of climate change, which

provides for the objective, among others, to create a minimum of 6,000 green jobs by 2020. Similarly, the province of Ontario plans to invest CAD325m in 2016 to finance the ecological transition of its economy and to create new green jobs.

In Spain, Catalonia has adopted its Energy and Climate Change Plan for 2012–2020, which aims at increasing energy efficiency and adopting renewable energy for the future. According to the plan, these measures will lead to the creation of 70,000 jobs in the energy sector.

The UK did not report the use of any specific funding for environment-related policies at the regional level. However, local authorities have been involved in projects such as Unionlearn, which demonstrates that regional resources are invested in employment policies.

In Sweden, as part of the adoption of the national Climate Strive programme, financial support amounted to Kr125m SEK in 2015. This amount is expected to increase to Kr600m SEK per year during 2016, 2017 and 2018.

In Finland, no particular funding for environmental policies was reported. However, a comprehensive research report was ordered and financed by the Finnish Government on the results and effectiveness of regional employment policies, to which the Ministry of Economic Affairs and Employment has contributed.

II. TECHNICAL SUPPORT PROVIDED FOR JOB CREATION

Support other than monetary support may also be offered to increase job creation. For instance, the French Government provides technical and financial support in the framework of contracts concluded with professional and interprofessional organisations for the development of skills and employment. It must be noted that under French law, French regions have exclusive powers in terms of regional planning, environment and professional training and may obtain a delegation of power from the state in order to improve the coordination of public employment services. French regions therefore play an active role in designing and funding employment policies.

We can therefore observe that the surveyed countries have made important investments for the development of employment and this topic becomes increasingly important with regard to ecological transition.

8. Indicators measuring employment by sector

The surveyed countries have all reported the existence of: (i) employment indicators and some of them have reported the implementation of (ii) specific environmental initiatives.

I. GENERAL INDICATORS ON EMPLOYMENT

The surveyed countries have adopted the tools that are needed to have a clear picture of their national employment situation. Indeed, they all produce detailed employment statistics per region, business sector and professional category, and publish periodic reports on job topics and issues:

- In Spain, for example, the Spanish National Institute of Statistics is in charge of monitoring the evolution of employment. Through its Economically Active Population Indicator, it measures changes in unemployment and affiliation with Social Security, as well as the evolution of employment in key business sectors.
- In Sweden, the Swedish Employment Agency has developed a tool that measures employment in different business sectors in order to make short and long-term prognoses of employment needs at a regional and national level.
- In Finland, the state bureau 'Statistics Finland' prepares and publishes statistics about employment in Finland both at a regional level and in different business sectors.
- In Germany, the Federal Statistical Office and the Federal Employment Agency publish detailed statistics on certain industries and regions. Reports are also published on jobs in all business sectors, including jobs in environmental sectors at the federal and regional level.
- In the UK, the Office for National Statistics is in charge of publishing data relating to business and employment.
- Italy relies on the National Institute of Statistics, which provides statistical data to measure every social and economic sector. It publishes periodic reports on employment levels in different business sectors in order to have an overview of trends in the job market.
- Finally, in France, the National Institute of Statistics and Economic Studies (Institut national de la statistique et des études économiques (INSEE)) produces several reports, publications and detailed statistics on employment per region business sector and professional category.

II. OTHER INTERESTING INITIATIVES AND MEASURES

Through the Spanish National Institute of Statistics, Spain monitors a series of environmental indicators, such as the level of greenhouse gas emissions, the consumption of renewable energy and changes in air quality.

A particularly interesting Italian measure is the yearly publication by the Italian National Institute of Statistics of a report on fair and sustainable wealth. This report is developed in cooperation notably with social parties and aims at providing information on the environmental impact and sustainability of national economic growth.

We can therefore note that the surveyed countries benefit from a number of indicators and tools to monitor changes in employment in their respective countries.

9. Integration of young workers in environmental sectors

Many of the surveyed countries reported the implementation of measures designed to integrate young workers into green jobs. These measures can take various forms, such as the expansion of training offers, the development of vocational training, internship offers in companies in green economy sectors and the creation of jobs in environmental sectors.

Regarding youth employment it is noteworthy to mention that, in France, strictly speaking, the integration of young workers graduating from environment-related training programmes has been successful. In 2013, three years after leaving the educational system, 72 per cent of students graduating from such programmes in 2010 were employed, as opposed to 69 per cent of other graduates.

There are great employment opportunities for young workers in environmental fields in France. Indeed, the French Government aims to create 75,000 jobs in the building trade, which will mainly be linked to heating system renovations, and 10,000 jobs in the marine energy field.

It should also be noted that the French National Employment Agency, Pôle Emploi, has dedicated a well-documented section on its website to the green economy and green jobs. This demonstrates the importance of this employment sector in France and the will of the government to provide information and increase widespread awareness about the green economy and related jobs to job seekers across the country.

Some of the surveyed countries, including Spain, Italy and Canada, have also implemented national strategies and projects in order to provide training and jobs for young employees in the environmental sectors:

- For instance, Spain adopted its National Youth Employment Strategy 2013–2016, which aims to create jobs in the environmental sector for young workers (up to 30 years old) and provide training to more than 8,000 young employees in order to enhance their employability in environmental sectors.
- Italy reported a number of measures to encourage youth employment in green fields. For instance, the government launched the 'Green Generation' programme with the objective of making the green economy a tool to support youth employment. In addition, as of today, almost all Italian universities have started courses or degrees focused on environment-related topics, which will offer employment opportunities after graduation. The fruit of these actions is reflected in the statistics of the *GreenItaly 2015* report: in 2015, 14.9 per cent of new employees were involved in green jobs, while another 43.9 per cent of new employees had at least some green-related knowledge.
- Finally, the Canadian budget for 2016 provides for an investment of \$495m in the Youth Employment Strategy, which includes among its objectives the creation of green jobs for young workers.

Other surveyed countries, including the UK, Sweden and Finland, did not report the use of employment-related policies encouraging young workers to take on green jobs. However, interesting initiatives have been reported on different levels:

- In the UK, while employment-related policies seem to focus on the whole workforce, the 2013 Green Deal scheme, which was designed to help homeowners and businesses insulate their properties to reduce greenhouse emissions, led to the creation of 1,000 apprenticeships. This is an example of how the government has attempted to integrate young workers in particular into the emerging environmental sectors.
- In Finland, schools play a key role and sustainable development is included in the country's educational strategies. Raising environmentally orientated citizens can be a way for the Finnish school system to support young people's decisions to integrate into environmental sectors.
- In Sweden, it was reported that employment initiatives regarding youth employment are taken by special interest organisations.
- In Germany, universities have developed more and more environmental protection-related study programmes, such as Energy and Building Technology. Vocational training is also in place for environmental professions, and new occupations such as 'green

banking manager' and 'technical assistant for regenerative energies and energy management' have been created. In addition, as Germany's giant energy producers have adjusted to the ecological transition and split their 'old energy' assets (for winding down) and their 'new energy' assets (for further development and investment) in huge reorganisations under the full co-determination of labour representatives, thousands of new jobs in environmental professions will be created in this industry branch alone. A similar transition can be expected in the German car manufacturing industry and in the traffic-related industries. It therefore appears that environmental fields and ecological transition will provide excellent career opportunities for students in Germany.

Based on the surveyed countries' responses, we can observe that the environmental path is a great choice for students and young workers, as the number of green jobs seems to be increasing in many of the surveyed countries. The ecological transition is underway and young people are clearly a part of this movement.

Conclusions

The main findings of this survey suggest that ecological transition is a phenomenon common to all the surveyed countries. During COP21, the world became better aware of the challenge represented by climate change and the importance of promptly addressing this issue. On 15 December 2015, a consensus was reached among the 195 participating states to adopt a binding agreement in order to limit global warming and its harmful effects.

The surveyed companies have adopted various measures to adapt to new global environmental challenges. The implementation of green guidelines and the integration of environmental skills in training policies demonstrate the increased importance of climate change within the world of business.

The surveyed countries have also demonstrated a strong will to mitigate the adverse effects of climate change. The need for a new sustainable economic model is becoming increasingly pressing and calls for swift and effective action. Many measures have been designed and implemented at different scales and social partners are often involved in these projects.

Climate change is not a new issue in itself. However, the dramatic global temperature rise in the last 20 years has triggered a heightened awareness of the threats of global warming. This culminated with the adoption of the Paris Agreement, where all countries agreed to the goal of limiting the warming of global temperatures to well below two degrees Celsius from pre-industrial levels.

Countries are becoming increasingly aware of the impact of climate change and are implementing different types of measures to mitigate its effects. Businesses are also becoming more aware of the risks brought about by climate change and are gradually transitioning their business organisation toward a more sustainable model.

The link between employment and climate change is somewhat recent, which may explain the limited number of replies to our survey. However, the responses that we obtained demonstrate that concrete actions are being undertaken and that true frameworks to tackle climate change are developed at national and company levels.

We hope that this report will help to assess the changes in national and corporate perspectives on environmental issues and raise awareness about its ramifications in the labour world.

About the International Bar Association and the Global Employment Institute

International Bar Association

The International Bar Association (IBA) was established in New York on 17 February 1947 by the representatives of 34 bar associations. The aim of the IBA today, among other objectives, is to ‘establish and maintain relations and exchanges between Bar Associations and Law Societies and their members throughout the world’, ‘promote the administration of justice under the rule of law’ and ‘promote in the execution of these objects the principles and aims of the United Nations in their legal aspects’.⁵

Since its foundation, the structure of the IBA has expanded greatly. Grouped into two divisions – the Legal Practice Division and the Public and Professional Interest Division – the IBA has over 70 committees divided between 20 sections and commissions. Together, these bodies cover all practice fields and professional interests, and provide IBA members with the opportunity to access information and exchange views on their professional practice. The IBA also regularly publishes reports, magazines and guides that offer high-quality guidelines and analyses on business and legal issues worldwide.

In 2016, the IBA had a membership of over 190 bar associations and over 80,000 individual lawyers spread across over 160 countries.

Global Employment Institute

The Global Employment Institute (GEI) was established in 2010 ‘for the purpose of developing a global and strategic approach to the main legal issues in the human resources and human capital fields for multinationals and worldwide institutions’.

The GEI provides a unique contribution in the field of employment, discrimination and immigration law, on a diverse range of global issues, to private and public organisations throughout the world. Examples of the work conducted by the GEI include:

- developing reports on global and strategic HR legal issues;
- conducting research and analysis on key issues affecting management and human capital functions within multinationals;
- providing strategic commentary and opinions on discrete areas of employment, discrimination and immigration practice and their relevance to current business trends; and
- analysing strategic management and HR legal issues affecting certain globalised industries and market sectors.

⁵ Constitution of the IBA, Art 1, as effective on 25 May 2013.

The GEI's work aims to help to enhance the management, performance and productivity of these organisations, and achieve best practice in their human capital and management functions from a strategic perspective.

Schedule 1: Questionnaire for company representatives

1. Has your company taken steps to promote social dialogue on climate change and its impact on the company's business?
2. What specific measures has your company put in place to take into account climate change issues?
3. Have you noticed an increase in the number of jobs in ecological sectors and a decrease in polluting sectors (eg, building, transport or energy sectors) in your company? What sort of trends have you observed in terms of changing work practices and production patterns?
4. Has your company made any long-term investments to address climate change and do they encourage the creation of green jobs?
5. Does your company have a corporate social responsibility programme in place? Please describe.
6. Is your company part of a UN Global Compact Local Network?
7. What measures has your company taken over the past years to reduce greenhouse gas emissions?
8. If you represent a public company, has your company taken steps to help job seekers and companies regarding green jobs?
9. Has your company conducted any studies into the skills and jobs that will be created by climate change?
10. What has your company done to anticipate and promote professional career changes with respect to climate change?
11. Has your company integrated environmental skills in its training policies?

Schedule 2: Questionnaire for employment lawyers

1. Has your country put in place any political or legal framework in order to fight global warming?
2. How does your country involve the social partners in decisions on climate change issues?
3. Have the social partners put in place measures to take into account climate change at the interprofessional level and the industry level? What about at the company level?
4. Have professional or interprofessional bodies created measures of anticipation and support for both jobs and qualifications?
5. At an interprofessional level, have the social partners provided a definition of skills and competences in line with ecological transition in the required skills base?
6. Has your country introduced specific legislation to promote employment policies at the regional level?
7. Have you observed the deployment of resources for employment policies at the regional level?
8. Has your country supported the implementation of indicators that measure employment in different business sectors?
9. Has your country taken action to support the integration of young workers in environmental sectors?

Schedule 3: List of companies and law firms per jurisdiction

Companies

Authors

Accenture: Nathalie Hellio

Volvo: Tove Bremell

Countries

Authors and law firms

Canada: Patrick L Benaroch and Charif El-Khoury for *Stikeman Elliott*

Finland: Nina Isokorpi and Janne Nurminen for *Roschier*

France: Pascale Lagesse for *Bredin Prat*

Germany: Hans-Joachim Liebers for *Hengeler Mueller*

Italy: Marco Maniscalco and Maddalena Lebro for *BonelliErede*

Federico Torzo and Elisabetta Rebagliati for *Macchi di Cellere Gangemi*

Spain: Mario Ibanez and Adria Carrasco for *Uria Menendez*

Sweden: Henric Diefke, Anders Nordström, Tobias Normann and Sofia Tot for *Mannheimer Swartling*

United Kingdom: Robert Chaplin, Roland Doughty and Alex Sim for *Slaughter and May*