



Climate change and NFIR

The approach of EKA

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Climate change and NFIR

Companies

An interesting outcome from the TQ is that there are different approaches between the respondents concerning climate change and NFIR:

- prevail generalities
- sometimes there are wish lists.
- the involvement depends on the company and how seriously takes it's role in climate change issues.

Generally speaking: **are missing** or **are not presented** measurable goals which would allow the periodical evaluation of company performance.



Climate change and NFIR

Companies

In the non-financial reporting, companies present their business model, risks, opportunities, dependencies and their contribution to climate change.

They also try to present their compliance with other policies linked with climate change, such **as circular economy.**

How deep they go in these data **depends** on the company.

There is not a common attitude.



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Companies

- Companies that comply with the legislation on climate change do have a **corporate strategy and climate objectives**.
- Moreover those running non-financial reporting are certified with various environmental or CSR awards, so they are diligent and consider that they are reporting comprehensively.
- **Risk management and adaptation measures** due to climate change are priorities for companies whose **location and character** make them vulnerable.



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- Adaptive measures in this case focus on the increase of their resilience i.e. in extreme weather conditions.
- Other important topics are:
 - the shift to RES
 - the planting of trees
 - the creation of green islands in the workplace and outside.
More green means a drop in local temperature (micro-climate), aesthetic upgrade, human recreation area etc.
- In any case they have to follow the national and regional strategy on Adaptation when applicable to them.



Climate change and NFIR

Companies

- Climate change mitigation and adaptation measures converge in improving the sustainability profile of companies and have an added value for the society.



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Climate change and NFIR

Trade Unions

- Trade Unions are asking for more transparency from companies as regarding the information on their policies related to the environment, climate change, CSR, SDGs etc.
- But, Trade unions have not developed their capacity to check NFIR, etc.
- The only safe solution to make things easier would be the inclusion of the NFIR in the **Collective Agreements** framework, either at national or sectorial level.
- This would facilitate employees or their representatives to get involved more actively.
- **To achieve this it's also the responsibility of the trade unions to make it a priority.**



Climate change and NFIR

Trade Unions

- However, the Collective Agreement alone is not enough because it rules things at high level.
- To come down to earth with these issues we need among others to activate the **OHS Committees** and to enrich them with **Green delegates. Workers' reps at company level that will deal with all environmental issues.**



EKA approach on the environment as a cross-cutting topic

- By making environmental issues a **priority**, the roles of trade unions are expanding to take in new and more pressing responsibilities, compelling them to take a “climate policy mainstreaming” approach.
- As such, a **new trade union culture** (with respect to environmental issues) should be visible in trade union strategies generally, and should “cut across” all policies dealt with by trade unions (employment, investments, human rights, globalisation etc.).
- The fact is that the environment cannot be parcelled off as if it were simply a new subject for negotiation to be tacked on to other, long-standing ones, because **it is cross-cutting and tends to influence any topic we might find ourselves discussing.**



- When discussing **employment**, we must consider how to promote the **Just Transition** and thus build bridges between old and new jobs and vocational positions, including in traditional sectors (which need to be “greened”) and sectors with a higher environmental impact.
- When **discussing investments**, we must make sure that, right from the planning phase for new machinery and production processes, adequate attention is paid to the issue of whether or not they are fully sustainable in terms of their use of primary resources and the management and recycling of packaging, waste and refuse.
- When discussing **human rights and globalisation**, we must not forget the universal importance of the environment, and thus commit to preventing delocalisation being exploited as an easy way to transfer to weaker countries more highly pollutant forms of production or working conditions which are undignified or potentially harmful to the health and safety of workers and the local environment.