

# Adaptation Scotland

supporting climate change resilience

## Climate Adaptation in the Workplace - Workshop for Scottish Trade Unionists

Thursday September 16, 2021



The Adaptation Scotland programme is funded by the Scottish Government and delivered by sustainability charity Sniffer.





Enabling organisations, businesses and communities to adapt to the impacts of climate change

Adaptation Scotland is a programme funded by the Scottish Government and delivered by sustainability charity Sniffer.



The Adaptation Scotland programme is funded by the Scottish Government and delivered by sustainability charity Sniffer.



# Climate Change Resilience 101



The Adaptation Scotland programme is funded by the Scottish Government and delivered by sustainability charity Sniffer.



# Summary

- What is the climate emergency? Why is it an emergency? What does it mean for Scotland and the H&S and wellbeing of Scotland's workers?
- Climate science, projections for Scotland, caveats on their use, sources of uncertainty, headline risks from UKCCRA3
- How adaptation relates to GHG mitigation and risk management in workplaces today
  - Adaptation synergies / contradictions
  - H&S issues relating to net zero
- Examples of how climate impacts are already impacting workplaces (schools, offices, shops, warehousing, industry, care homes, hospitals, offshore and outdoor settings)
- What does a resilient workplace and well-adapted workforce look like? How will working practices have to change?
- Practical workplace actions that can be taken to adapt to climate change, build resilience and protect workers



The Adaptation Scotland programme is funded by the Scottish Government and delivered by sustainability charity Sniffer.



# What is the climate emergency? The world at +1.25°C

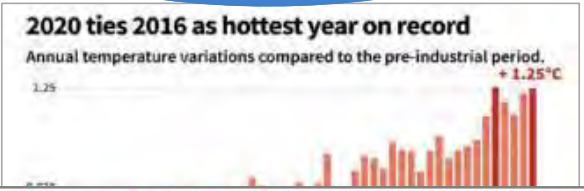
“Nowhere is safe ... who would have predicted a temperature of 48/49C in British Columbia?”  
Sir David King

**Worst-case global warming predictions are the most accurate, say climate experts**

'Doomsday' seed vault in the Arctic has FLOODED after soaring global temperatures caused permafrost to melt

**'We're f\*\*\*\*\*': Climate change will be catastrophic for mankind after study reveals methane leaking from the Arctic Ocean, scientist warns**

The North Pole is an insane 20C warmer than normal as winter descends



Climate change is driving the expansion of zoonotic diseases



**We are perilously close to dramatic climate change that could run out of our control**

**GLOBAL WARMING DOOMSDAY ALERT**  
TEMPERATURE RISE OF 2C COULD TRIGGER HOthouse EARTH

Miami condo collapse prompts questions over role of climate change

Keep global warming under 1.5C or 'quarter of planet could become arid

IMF chief 'couldn't sleep' after reading climate report: 'What have we done?'



Amazon rainforest 'close to irreversible tipping point'

The Ocean Is Warming at a Rate of 5 Atom Bombs Per Second, Scientists Warn

**Canadian inferno: northern heat exceeds worst-case climate models**

NEW STUDY INDICATES LOSS OF WEST ANTARCTIC GLACIERS APPEARS UNSTOPPABLE

Victoria Falls dries to a trickle after worst drought in a century

Antarctica ice melt has accelerated by 280% in the last 4 decades



by sustainability charity sniffer

# Why is it an emergency?

- **It's a climate emergency because we are at the brink of climate breakdown - Runaway warming "Hothouse Earth" scenario**
  - >50% of human emissions were absorbed by natural carbon sinks with the rest going into the atmosphere
  - Earth's natural abilities to absorb GHG reaching saturation / have been weakened by our warming. Once natural sinks are saturated or damaged they release GHG into the air
  - 'Positive feedbacks' no longer merely theoretical they are happening now
  - **If vast natural carbon sinks become net emitters - will trigger an unstoppable spiral of warming – runaway climate change**
  - BAU makes such a climate breakdown the most likely case
  - Limiting warming to 2°C will deliver 50+% likelihood of climate breakdown by 2100 **Would you put your kids on a plane with 50% odds of crashing?**
  - If we limit warming to <1.5°C our odds of disaster **are still 33%**
- **We must limit warming to <1.5C and the faster the better**



**New climate plans fall far short of limiting global warming to 1.5°C**



The Adaptation Scotland programme is funded by the Scottish Government and delivered by sustainability charity Sniffer.



# How to respond? Cut, cope, capture

## Mitigation

Preventing the causes of climate change



# CUT

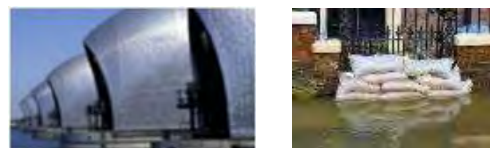


## Adaptation

Dealing with the consequences of climate change



# COPE



## Sequestration

Getting GHG out of the atmosphere

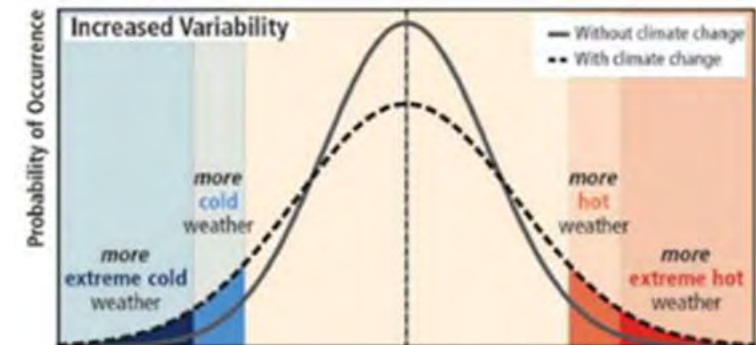


# CAPTURE



# Climate projections are NOT predictions

- **There are many sources of uncertainty:**
  - Models rely on educated guesses about people yet to be born using technologies not yet invented (not all will be right)
  - Intricate interactions between earth systems and human activity too complex to model perfectly; plus big modelling gaps
  - Climate change isn't linear - we're destabilising climate patterns. Weirding not warming – harder to model AND adapt to
- **Today's observations are rewriting scientific understanding - we must use the precautionary principle**
  - **Models significantly underestimate warming**
  - Unrealistic assumptions about deployment of negative emissions technologies
  - The future is going to be messy and surprising



Source: IPCC SREX (2012)





# Why should trade unionists care about climate change impacts and adaptation?



The Adaptation Scotland programme is funded by the Scottish Government and delivered by sustainability charity Sniffer.



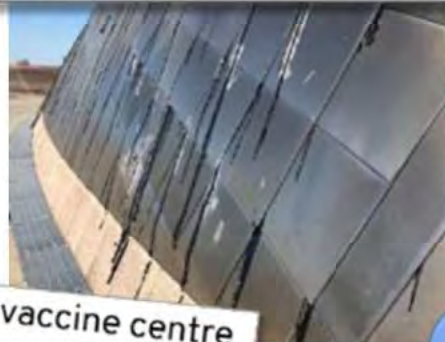
# Climate impacts are already affecting Scotland

- Record breaking extremes of all weather types
- Impacts are starting to hurt
  - Cascading impacts affecting multiple systems and across Scotland
  - Impacts can last for months, damage can take years to remedy
  - Lives are being lost
  - Far beyond what infrastructure was designed to withstand
  - Even brand new buildings or the latest infrastructure recently inspected can fail

"In the best part of 20 years in the railway, I have never seen infrastructure destroyed like this..." Liam Sumpter, Scotland's Railway

Edinburgh-Glasgow line closed for two months after canal breaches its banks, severely damaging railway

Science Centre roof 'melts' on hottest ever June day in Glasgow



rail temperatures we n  
entral to Lanark. Cancell  
ected  
Cancel  
Cancel  
Cancel  
20 Glasgow to Lanark - Cancell  
20 Glasgow to Lanark - Cancell  
om Lanark  
23 Lanark to Glasgow - Termina  
23 Lanark to Glasgow - Cancell  
23 Lanark to Glasgow - Cancell  
23 Lanark to Glasgow - Cancell  
23 Lanark to Glasgow - Cancell  
23 Lanark to Glasgow - Cancell  
23 Lanark to Glasgow - Starts at Motherwell



"Climate change has arrived."  
Baroness Brown

Covid In Fife: Kirkcaldy vaccine centre remains shut after heavy rain forced weekend closure

Tinderbox Scotland



In a laver: seaweed shuts nuclear reactor again in bad weather

Edinburgh St James Quarter: Why did the £1bn shopping centre flood days after opening?



# What workplace climate issues did TU reps tell us about?



The Adaptation Scotland programme is funded by the Scottish Government and delivered by sustainability charity Sniffer.



# How do TU reps feel that their workplace will cope?

- **Only 17%** felt that their workplace **was** sufficiently resilient to weather-related risks
- **72%** said climate impacts were happening **more frequently** and / or had **more severe effects** on their workplace and workers

Unpredictable weather patterns are impacting negatively on planned activities and events. It's hard to plan

After raising the matter for years we now have outdoor trousers, jackets and boots that are freezing ... poorly fitted ... and aren't suitable for the winter

We struggle to cope with extremes today. I worry about staff or the public getting seriously injured

Offshore wind turbines have no comfort facilities, no heating, no accommodation modules – what happens when workers are fogged in?

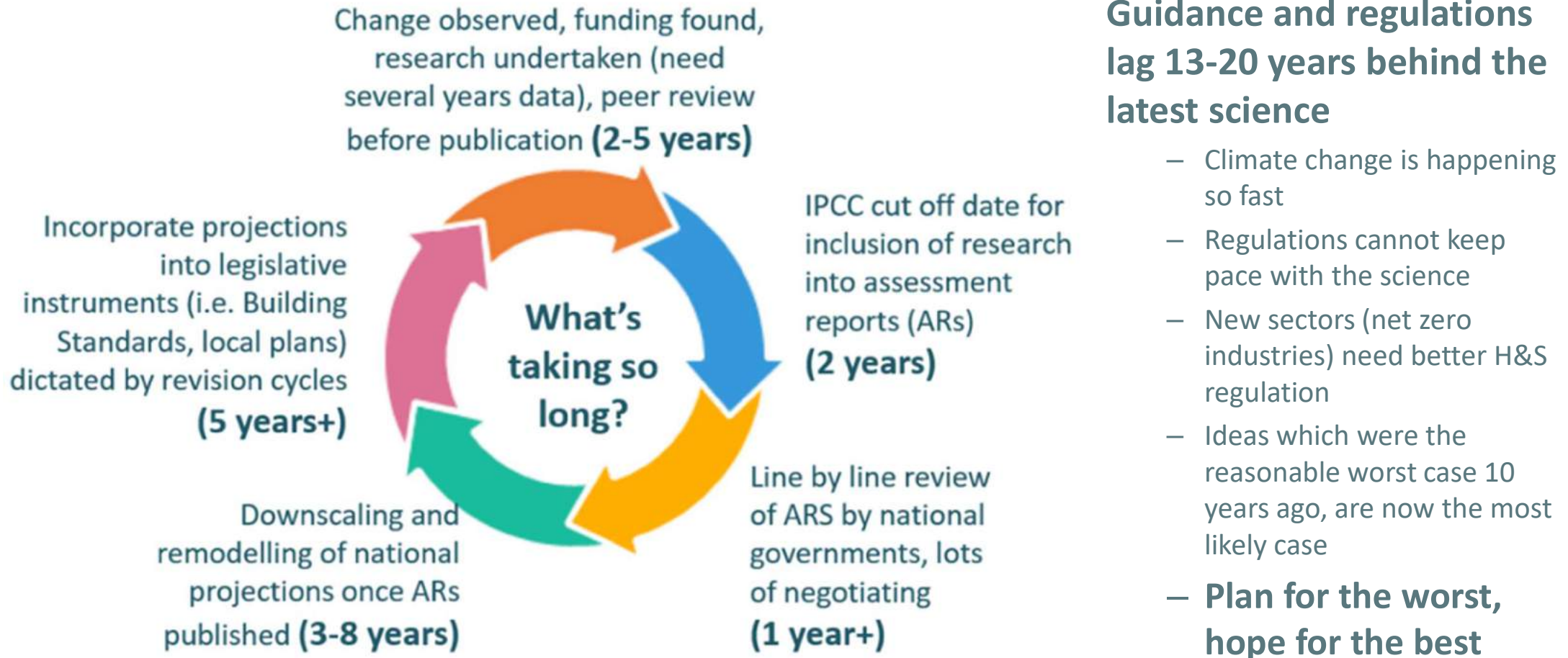
The railway is frequently disrupted by extreme weather events ... causing delays, late running, enforced overtime, angry passengers, cancelled services, overcrowding...

Outdoor education is all day, all week. It's very wearing being outdoors in all weathers. It impacts many members with underlying health conditions.

The Beast from the East closed all of our buildings. We just couldn't cope

In the heatwave of 2018 a local substation failed in the heat – the fire alarms were triggered and we all had to go home

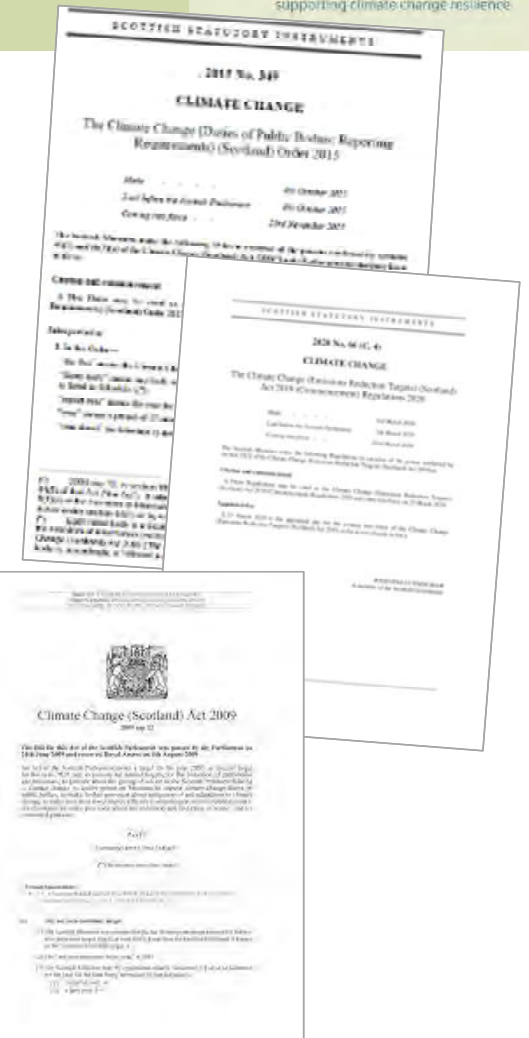
# Legal compliance may not guarantee resilience



# Many organisations are legally obligated to adapt

The Climate Change (Scotland) Act states:

- “A public body **must**, in exercising its functions, **act in the way best calculated** to contribute to the delivery of:
  - emissions reduction targets (known as ‘mitigation’),
  - ... any statutory climate change adaptation programme, and
  - in a way that it considers is most sustainable
- Legal obligation to act under the Climate Change (Scotland) Act 2009, as amended 2015 and 2019
- **This is a statutory obligation - something all public bodies MUST do**
  - Not an optional extra
  - Not something that would be ‘nice to have - if budgets allow’



# What can TU reps do to protect workers from climate risks?



The Adaptation Scotland programme is funded by the Scottish Government and delivered by sustainability charity Sniffer.

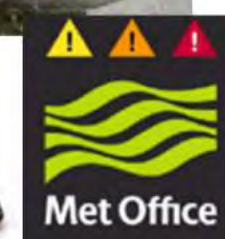


# What does 'good' adaptation look like?

- **We've lost the surety of a stable climate – but can't wait for certainty before we act**
  - Humans have always adapted to the climate. We use adaptations every day
  - We need to get good at adaptation fast; must accept that this could be messy
- **Common sense NOT rocket science**
  - Not one size fits all – location specific, industry specific, individual specific
  - Difficult to retrofit. Design resilience in early and avoid lock in (decisions incompatible with future conditions which lead to losses)
- **Go for win-wins**
  - Flexible solutions that can cope with a range of different climate extremes
  - Choose solutions which help tackle other problems too
  - Systems should fail to safety not fail to risk
- **Redundancy / spare capacity in supply chains, infrastructure etc**
- **Develop contingency plans (and supplies) BEFORE problems arise**
  - Involve upstream / downstream bodies in emergency preparedness exercises
- **Learn from experience, solutions need to evolve:**
  - Evaluate adaptation actions to see how they fared. What could be improved?
- **Be led by the science and use weather warnings**
  - Precautionary principle - build 'headroom' - assume the reasonable worst case
  - Don't assume that infrastructure can't fail just because it has coped before



| Likelihood   | Impacts        |         |            |          |                |
|--------------|----------------|---------|------------|----------|----------------|
|              | negligible (N) | low (L) | medium (M) | high (H) | very high (VH) |
| Avoided (A)  | 5              | 10      | 20         | 40       | 80             |
| Likely (L)   | 4              | 8       | 16         | 32       | 64             |
| Possible (P) | 3              | 6       | 12         | 24       | 48             |
| Unlikely (U) | 2              | 4       | 8          | 16       | 32             |
| Rare (R)     | 1              | 2       | 4          | 8        | 16             |



The Adaptation Scotland programme is funded by the Scottish Government and delivered by sustainability charity Sniffer.





# Interactions between climate change responses

- **Climate action needs to be carefully thought through to avoid unintended consequences**
  - Support for electric vehicles and solar widened the wealth gap
  - Climate change will be a stress multiplier, how do we ensure that adaptation support doesn't worsen inequalities?
- **New green industries pose new H&S concerns that may need new protections**
- **Adaptation actions must not increase GHG emissions**
  - Using shading and natural ventilation is better than electric fans to address overheating
- **Mitigation actions must not increase vulnerability**
  - How can we rely on electricity for heat, power and transport systems without putting 'all of our eggs in one basket'?
  - By super-insulating buildings to achieve net zero will we be baking in future overheating risks?
- **Adaptation and mitigation options must store carbon and protect natural carbon stores**
  - Nature based solutions (such as tree planting or sea grass restoration) store carbon and bring multiple benefits
  - We will not achieve net zero if we don't protect forests and uplands from warming – damaged habitats emit carbon instead of storing it



**Wind farm firms admit safety failures after worker froze to death**

**Hydrogen boilers could cause four times as many explosions as gas**  
Safety fears as government-backed assessment finds the alternative fuel could spark as many as 39 blasts a year



The Adaptation Scotland programme is funded by the Scottish Government and delivered by sustainability charity Sniffer.



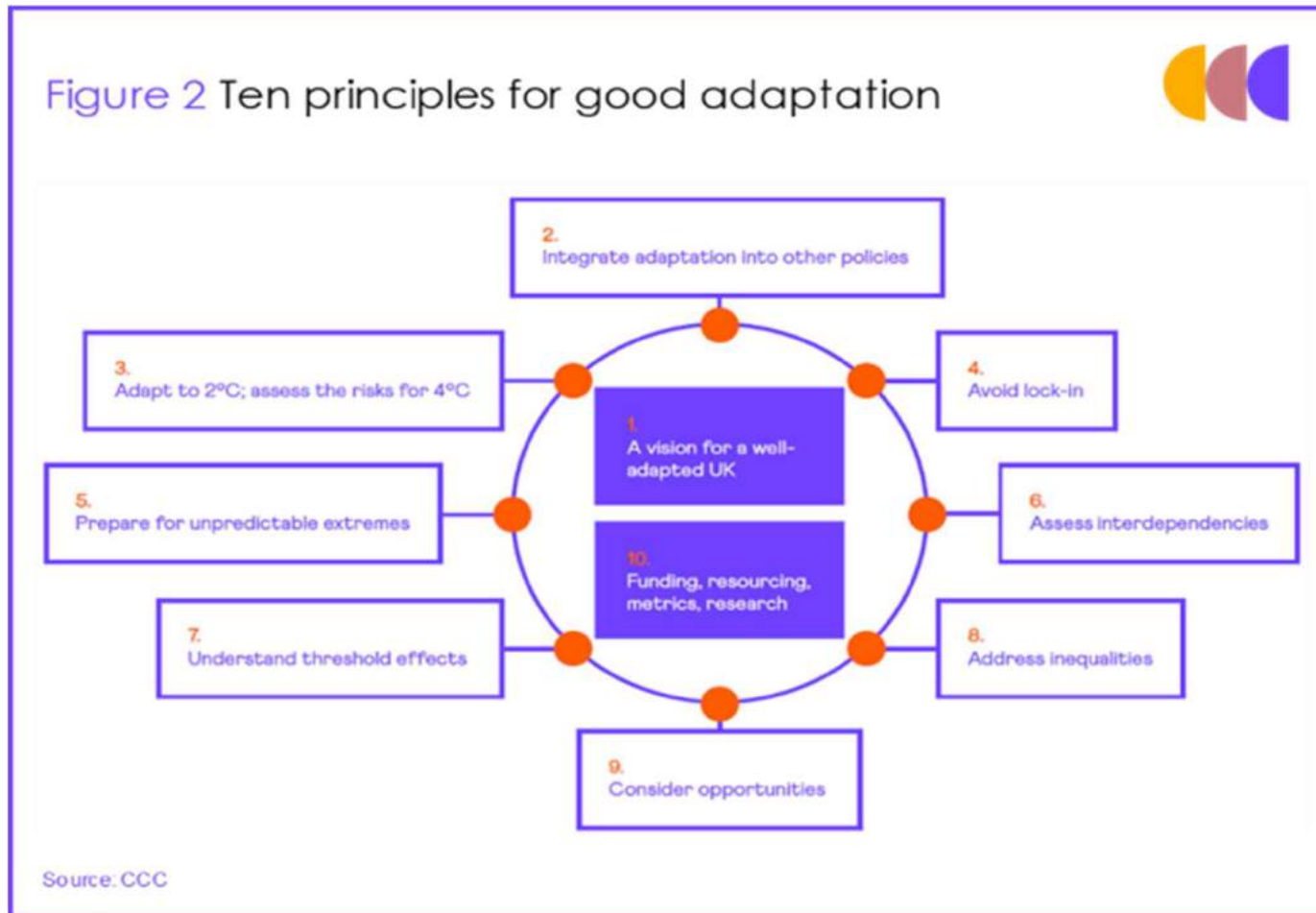
# UKCCRA3 (3<sup>rd</sup> Independent UK Climate Change Risk Assessment)

- **The climate emergency is here, now**
- Adaptation action in the UK has failed to keep pace with the worsening reality of climate risk; **the UK is less well prepared now than it was five years ago**
- The world could warm by 4C by 2100, the UK plans are inadequate to cope with +2C
- The UK has the resources to respond effectively to climate risks, but it has not yet chosen to do so
- **There will be social consequences too – rising food prices, large numbers of climate change refugees, social unrest**
- Of the 61 climate change risks and opportunities identified for Scotland:
  - More action is needed now to address 33 of them,
  - Sustaining current action only deemed appropriate in 4 cases

Figure 1: Top six areas of inter-related climate change risks for the United Kingdom



# UKCCRA3 Ten principles of good adaptation



# How to identify climate risks in your workplace



- **Toolbox talks / gather observations**
  - From frontline staff, contacts from upstream and downstream
- **Site walkabouts** (similar to a fire safety audit) think about how sites and activities could be impacted by extremes, transport and supply chain disruption, loss of utilities etc.
  - Is there a mis-match between critical activities and vulnerable site location (i.e. pharmacy or servers in a basement at risk of flooding) and
  - Are there other factors which might compound risks (i.e. buildings without openable windows)
  - Are there parts of the site having problems already?
- **Establish a working group** i.e. to liaise with facilities management, business continuity, risk management and workplace health / wellbeing practitioners
- **Near miss reporting** and instances of ‘we were lucky that time’
- **Identify pinch points**
  - Where is there rationalisation or JIT delivery in essential systems, stock storage and supply chains
- **Watch the news** for impacts on similar organisations (for sectoral issues that might affect yours in the future) and impacts on properties nearby (for risks based on location)



The Adaptation Scotland programme is funded by the Scottish Government and delivered by sustainability charity Sniffer.



sniffer  
THE NATIONAL  
INSTITUTE FOR  
CLIMATE RISK

## Where should TU reps prioritise adaptation demands?

- Frontline, low paid workers and vulnerable socioeconomic groups (the elderly, those with disabilities etc) will face the worst impacts
  - Many others may not be immediately obvious i.e. Low paid home workers will struggle to adapt without assistance
- **Where is already experiencing weather related impacts?**
  - Basement premises (flooding)
  - Conversions, newbuilds and lightweight industrial or retail buildings (overheating)
  - Outdoor workers and working at height (storms)
  - Floodplain or coastal locations
  - Sectors where workers are exposed to heat or poor air quality
- Buildings, sites, sectors where climate risks could **compound pre-existing H&S or social justice concerns**
- Supply chains and systems reliant on JIT delivery or single source suppliers. **Where are the eggs all in one basket?**
- Organisations keen to improve their public image after recent impacts
- Public bodies (under the Climate Change Act) are legally obliged to adapt



## When should TU reps be thinking about adaptation?

- **Adaptation makes financial sense for any organisation but to achieve the biggest wins is often a matter of timing**
  - Relocation or refurbishment of premises
  - After an incident or near miss in your organisation or in a similar organisation / sector / location
    - Look at what happened, what could have happened and what needs to change
    - Look for disruption up and down the supply / value chain
  - When having to make changes to meet other legal requirements (for example achieving net zero) or respond to other risks
  - When negotiating (whether that be changes to T&C such as shift patterns and respite facilities, or pay settlements including PPE provision)
  - When updating risk registers, emergency plans, remote working policies, or work method statements
  - When new processes / protocols / ownership / management is put into place
  - Recruitment – training new and existing staff
  - When ordering plant, vehicles, PPE, telecoms or when divesting
    - Will these decisions increase risk in the future?



# Climate impacts and adaptation responses by workplace



The Adaptation Scotland programme is funded by the Scottish Government and delivered by sustainability charity Sniffer.



What does.....

...a resilient workplace and well-adapted workforce look like?  
How will working practices have to change?



The Adaptation Scotland programme is funded by the Scottish Government and delivered by sustainability charity Sniffer.





# Resilience for workers who travel

Involve staff in regular business continuity exercises

Climate is changing fast, workplace protections need to be reviewed regularly

Use weather data to plan

Longer rest breaks

PPE / uniform that reflects seasonal extremes

Build more downtime into travel schedules

Alternative travel plans including options to safely extract workers

Provide emergency travel kit including communications equipment (phone or radio)

Business continuity plans for extremes

Feedback mechanism for remote or travelling staff to report risks observed on the frontline

Prohibit solo working in extreme conditions

Threshold triggers for suspending travel

Climate risk assessment

Update work statements to consider reasonable worst case



# Resilience for outdoor and offshore workers

Locate welfare facilities in most resilient spot (heat, cold, flood, storm risks)

PPE that reflects new extremes

Improved welfare facilities – cold water, shading, sunscreen, cool rooms, heating as needed

Look at work practices with a new eye and an open mind

Longer rest breaks

No blame site culture - empower workers to speak out about safety

Emergency comms for staff i.e. storm warnings to trigger site closure or halting activities



Capture weather data in accident & downtime reporting

New weather related contract terms

Changes to shift patterns to avoid extremes

Changes to work statements & emergency plans for extremes

Need to standardise safety regulations and practices between O&G and offshore renewables

Build more downtime into construction / crew transfer schedules

# Resilience for indoor workers & hybrid working

Windows that open /  
other means of natural  
ventilation

Chilled storage  
for food

Emergency comms for  
staff i.e. storm warnings

Workers able to control  
workplace temperature

Record climate risk near  
misses & down time

Maximum & minimum  
working temperatures for  
activities

Home risk assessment

Home working  
options



Hot & cold drinks

Location check-in system so  
staff location is known  
(useful for home workers in  
the event of flooding or  
other disruption)

Staff encouraged to  
wear layers

PPE

Avoid JIT  
delivery

Back up systems / spare  
capacity in supply chain

# Resilience at a building-scale

Locate welfare facilities in most resilient spot (heat, cold, wind, flooding)

Cool rooms and water fountains

Heavy-weight, insulated buildings

Regular maintenance of building and landscaping

Use passive solar design – i.e. orientate activities within a building by the sun (according to how much heat or light they need)

PFR – property flood resilience i.e. no return valves, flood doors, sandbags, air brick covers

Natural ventilation and shading

Green walls, roofs and trees planted for shading to reduce overheating

Blinds to reduce glare

Means to communicate urgent safety notices to staff



Thermometers and TRVs

Regular safety inspections / site audits

Raingardens and porous landscaping to absorb rainfall

Site most critical activities in least vulnerable location i.e. don't put servers in the basement!

Emergency supplies – torches for power-cuts, first aid kits, emergency comms, back up generator/s

Windows that open / other means of natural ventilation



The Adaptation Scotland programme is funded by the Scottish Government and delivered by sustainability charity Sniffer.



# Adaptation Scotland

supporting climate change resilience

[cat@sniffer.org.uk](mailto:cat@sniffer.org.uk)



[adaptationscotland@sniffer.org.uk](mailto:adaptationscotland@sniffer.org.uk)



[@adaptationscotland](https://twitter.com/adaptationscotland)



[www.adaptationscotland.org.uk](http://www.adaptationscotland.org.uk)



The Adaptation Scotland programme is funded by the Scottish Government and delivered by sustainability charity Sniffer.



# Climate Justice – A brief introduction

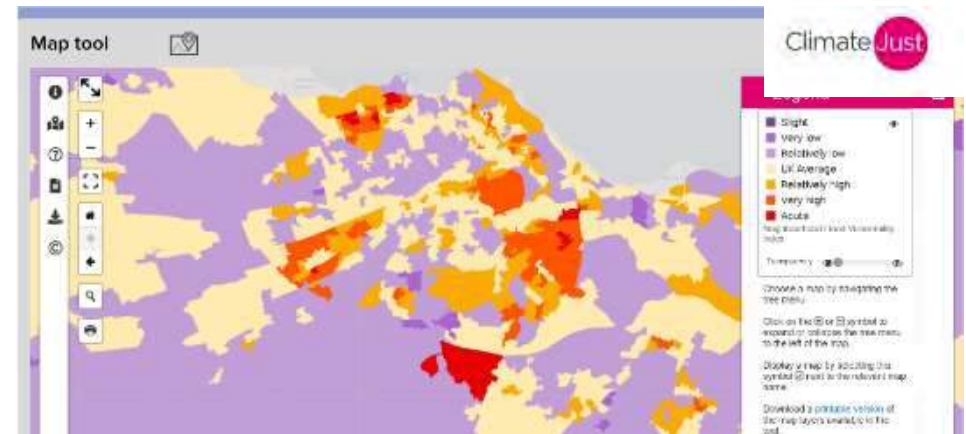


The Adaptation Scotland programme is funded by the Scottish Government and delivered by sustainability charity Sniffer.



# Distribution of Climate Risk

- Climate change is a global threat however, climate impacts are not evenly felt. Risks are unevenly distributed and influenced by:
  - Different physical geographies** – some groups and areas will be more at risk due to their location.
  - Pre-existing vulnerabilities.** Climate change is not a standalone issue but a stress multiplier of social, environmental and economic factors. Climate change may compound already prevalent vulnerabilities and lead to greater poverty or environmental degradation. Vulnerability is not inherent in particular groups – it is determined by a mix of social, economic, environmental and cultural factors, as well as institutional practices.
  - Political and economic processes** which preference some groups in particular.



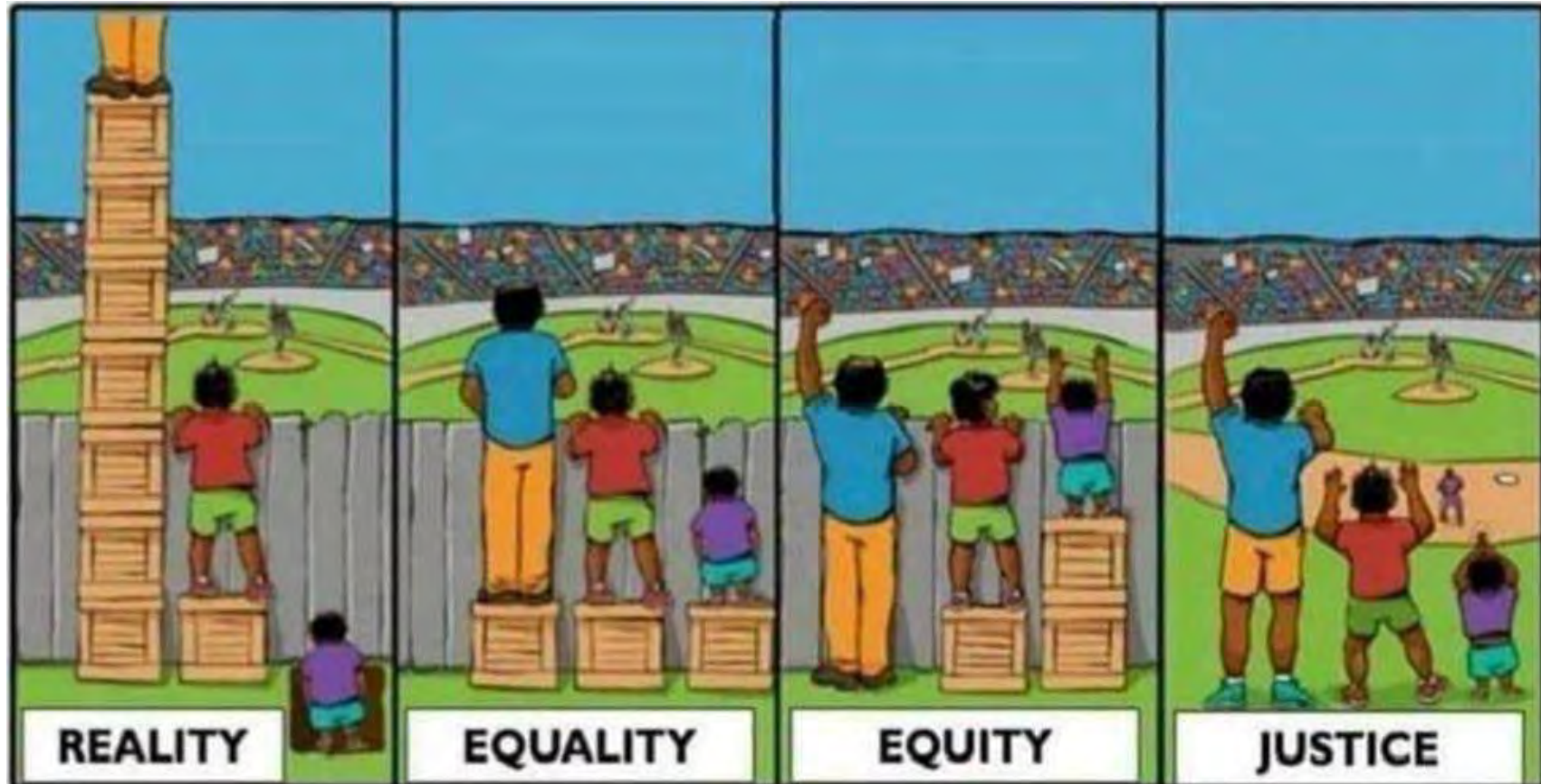
## What is climate justice?

- Climate justice is about addressing the disproportionate burden of climate change impacts occurring on poor or marginalized communities.
- Climate justice recognises that the poor and vulnerable at home and overseas are the first to be affected by climate change, and will suffer the worst, despite having done little or nothing to cause the problem.

## What actions can be taken to aid climate justice?

- Our actions, now more than ever, must specifically **include and protect everyone** – but especially those voices who are heard less often. **Ensure decisions include voices of all those affected.** This is referred to as procedural justice and relates to ensuring decisions on climate policy are fair and inclusive resulting in just outcomes.
- Making sure **costs and benefits of taking action are spread out fairly-considering responsibility and resource as well as needs of future generations and eco-systems** within current decisions. This is called distributional justice and relates to ensuring policies and actions addressing climate change are implemented in a way so that vulnerable groups are not disproportionately impacted by climate change and equally benefit from any climate policy.
- It will be important to develop the adaptive capacity and resilience of vulnerable sectors of society as well as the organisations that provide public services, such as housing, health and social care. Organisations can also access available data sources such as the Climate Just tool and SEPA flood risk maps to identify key areas or group most at risk.





**REALITY**

One gets **more than** is needed, while the other gets **less than** is needed. Thus, a huge disparity is created.

**EQUALITY**

The assumption is that **everyone benefits from the same supports**. This is considered to be equal treatment.

**EQUITY**

**Everyone gets the support they need**, which produces equity.

**JUSTICE**

All 3 can see the game without supports or accommodations because **the cause(s) of the inequity was addressed**. The systemic barrier has been removed.

# Acting on climate change is social justice

- Those who've done the least to cause climate change
  - Are the least able to address it,
  - AND face the worst impacts
- **Not a question of jobs vs environment – we can and MUST protect BOTH**
  - To create decent, rewarding, permanent, local jobs
  - Move debate on from pointing the finger at climate 'bad guys'
  - There is no job security in the hothouse earth scenario
- **IMPOSSIBLE to achieve ANY core TU goals** (social justice, community revitalisation, health / wellbeing, poverty reduction) **unless we act**
- International solidarity and intergenerational fairness
- Well-planned action brings a **host of cobenefits**



**Greta Thunberg** @GretaThunberg · Apr 13

Wealthiest 1% produce double the combined CO2 emissions of poorest 50%.

World's wealthiest 'at heart of climate problem'

The climate crisis will create two classes: those who can flee, and those who cannot

**Climate change hits the poor hardest**



The Adaptation Scotland programme is funded by the Scottish Government and delivered by sustainability charity Sniffer.





# Adaptation needed for Just Transition

- Scotland is developing its approach to a ‘**just transition**’ – making sure the transition to environmentally and socially sustainable jobs, sectors and economies, is done in a way which makes all possible efforts to create decent, fair and high value work, and does not negatively affect the current workforce and overall economy.
- A Just Transition must include climate change adaptation -adaptation and resilience are now one of eight Scottish Government’s National Just Transition Outcomes
- For adaptation, it is equally important to ensure just resilience; addressing the social and economic inequalities created by the exposure to climate risk and the ability to deal with them.



The Adaptation Scotland programme is funded by the Scottish Government and delivered by sustainability charity Sniffer.



- Do you think your job, sector or trade union will be affected as a result of the Just Transition?
- What challenges and opportunities may your workplace (or sector) experience on the journey to Just Transition and Just Resilience?
- What are the key social justice concerns in your workplace? Who are the most vulnerable in your workforce to climate impacts? (e.g., heatwaves, flooding)
- What could climate justice mean for your trade union?



The Adaptation Scotland programme is funded by the Scottish Government and delivered by sustainability charity Sniffer.



# Trade Unions & Climate Adaptation: International examples



The Adaptation Scotland programme is funded by the Scottish Government and delivered by sustainability charity Sniffer.



# Examples from practice

- In 2016, UNIA — the largest trade union in construction and industrial work in Switzerland — won special protection for workers of the Vaud region in the case of severe weather.
  - Now, during the winter months, because of negotiations with the union, the employers’ association and the regional State (Canton) ensures that work on outside construction sites is stopped in the case of heavy rain, snow or cold weather.
  - The Swiss Federal Office of Meteorology publishes an official weather forecast for the region twice a day, which serves as the basis for deciding whether work should be stopped or not.
  - If that is the case, workers receive financial compensation for lost hours of work thanks to a tripartite fund (paid for by the state, employers and workers).
- In 2014, the TUC launched a Unions4Climate Action Pledge



**Die Gewerkschaft.  
Le Syndicat.  
Il Sindacato.**

**UNIONS4CLIMATE ACTION**

**We can avoid climate related poverty, disease, unemployment and death**

Climate action means an alternative economic model, grounded on people's needs, on solidarity, on economic democracy and on a fair distribution of wealth, whereby all citizens can see their human rights fulfilled, whilst ensuring the preservation of our planet for future generations.

The historical failures of the market system to create jobs, rights and social equality requires that we initiate the case of a just transition towards sustainable development – a transition that must start now.

We come from nations and communities around the globe, we are in solidarity with each other and we commit to support, in solidarity, to fight for climate justice.

We will work with all stakeholders willing to join, on firm environmental, women, indigenous, youth, ethnic and religious commitments for the planet we all belong to.

We demand a profound transformation of all economic sectors and industries. We demand, the granting of decent jobs and the investment in genuine activities of new green jobs – decent jobs. We demand subsequent funding for all green resources to transition towards the effect of climate change and the transition for communities dependent on fossil fuel production.

We demand immediate action and renewable energy, the development of public transport and sustainable roads, the efficient transition of building stocks, the promotion of ecological agriculture, fisheries and forestry models, to re-using and recycling waste and promoting bio-circular approaches to production.

We demand a Just Transition towards a model which allows us to create a sustainable economy, enabled through emission reductions and biodiversity, industrial and digitalization. We propose international, regional, national and local dialogues to ensure Just Transitions: sustainable investment to jobs, with training and education, re-employment policies, social protection and economic justice.

We demand the leadership for an ambitious and legally binding agreement under the United Nations Framework Convention on Climate Change (UNFCCC) in order to prevent irreversible changes to the climate system.

We demand climate justice and stable climate.

**UNIONS4CLIMATE ACTION: Sign Up For Climate Justice**

Unions4ClimateAction.com

WE NATIONAL CENTER/FEDERATION/LOCAL.....

Commit to achieving the climate pledge to all your own!

Campaign for a national goal of ..... to share its economic energy by ..... in my country of your country for a just the transition/who represent an employment/industry/sector/and

Campaign for the creation of ..... Green jobs/for job re-employment/for sustainable economy by ..... in my country

Call on my government to develop needed to finance the address of all economic risks and demand of ..... by .....

Call on my government to develop/commitment to not a national demand of economic reduction and demand ..... by .....

Support a national goal of ..... to support reference by ..... If your country/industry, the policy commitment must involve an improvement of the current one!

Call for a phase out of fossil fuel/coal/mining.

Call for a state to create funds/investments portfolio of climate/for transition of green investments.

Call on governments to continue ..... by ..... for industrial climate justice.

Other commitment.....

**UNION INFORMATION:** UNION: ..... NATIONAL CENTER/FEDERATION/LOCAL: ..... GENERAL SECRETARIAT/HEADQUARTERS: ..... COUNTRY: ..... STATE: ..... NAME: .....

**PERSONAL INFORMATION:** NAME: ..... SURNAME: ..... ADDRESS: ..... PHONE: ..... EMAIL: .....

Sign up online: [unions4climate.com](http://unions4climate.com) | Contact us: [unions4climate@unions4climate.com](mailto:unions4climate@unions4climate.com)

I agree to receive information |  I agree to receive information (if you have)

I agree to receive information (if you have)

I agree to receive information (if you have)

I agree to receive information (if you have)

**SIGN UP FOR CLIMATE JUSTICE NOW** →

# Climate change is a health and safety issue

- **New pests and diseases such as:**

- pandemics, mosquito borne infections
- reawakening of extinct pathogens,

- **Rising temperatures:**

- heat-stress and fatigue leading to safety lapses, heatstroke, sunburn,
- food poisoning and gastrointestinal infections, accidents, drowning,
- electrical faults and electrocution, fire and wildfires,
- Chronic kidney failure in outdoor workers linked to excessive sweating and dehydration,
- Increasing ground-level ozone concentrations
- Risks from chemical exposure if PPE becomes unbearable

- **Air pollution**

- Already kills 7 million people a year:
- asthma, dementia, respiratory infections, COVID-19
- Exacerbates cardiovascular conditions (including COPD, strokes, heart disease),

- **Storms and flooding:**

- road accidents, trips and falls (ice), hypothermia, safety lapses,
- more downtime (for example working from heights during high winds) puts pressure on workers to rush delayed tasks

COVID deaths in England's first wave were 70% higher in areas with worst air pollution, study finds

Climate crisis 'may put 8bn at risk of malaria and dengue'

From Qatar to Vietnam, global heating is making the workplace deadly for millions

**Rising temperatures will cause more deaths than all infectious diseases - study**

**How Climate Change Is Ushering in a New Pandemic Era**

A warming world is expanding the range of deadly diseases and risking an explosion of new zoonotic pathogens from the likes of bats, mosquitoes, and ticks

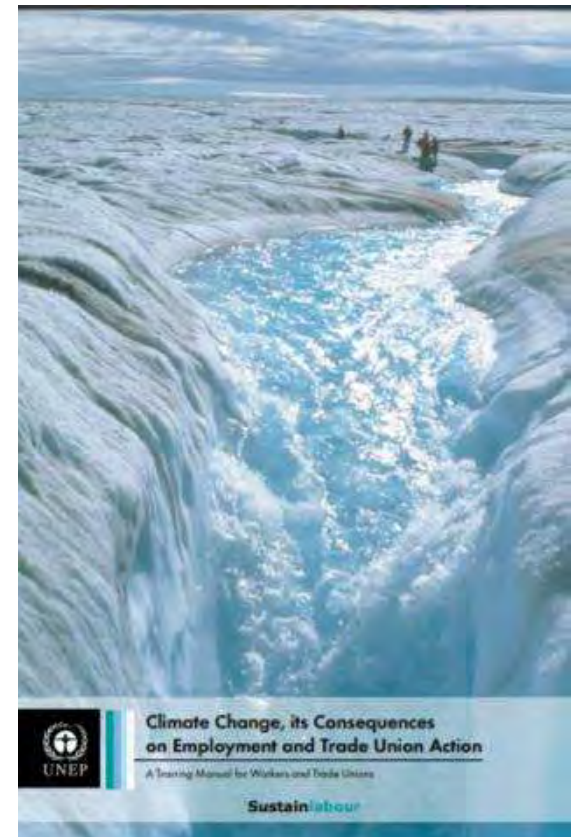
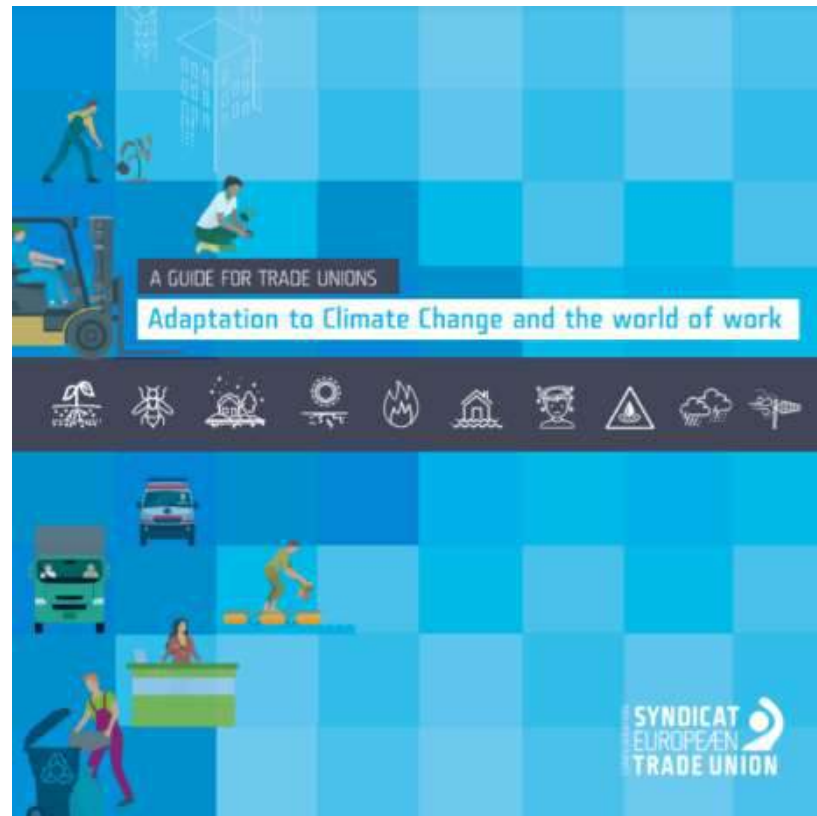
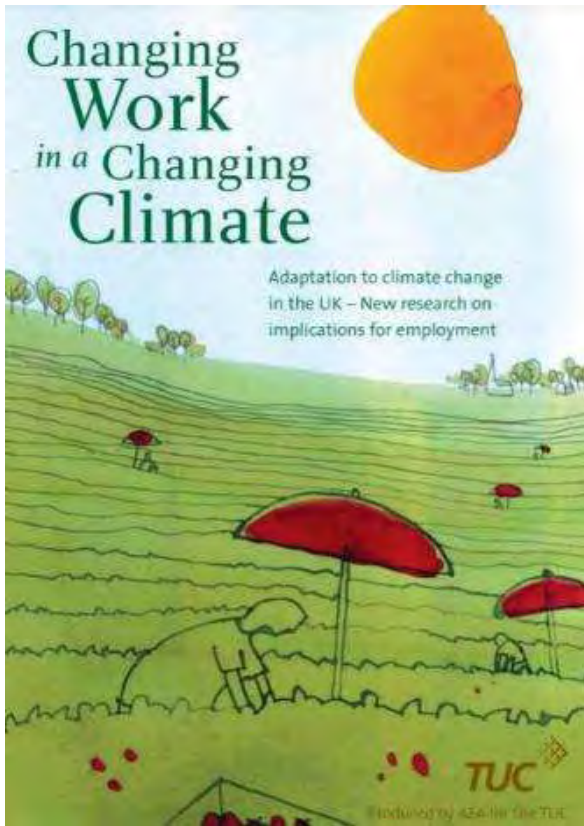
**Anthrax outbreak triggered by climate change kills boy in Arctic Circle**

**'Untold human suffering': 11,000 scientists from across world unite to declare global climate emergency**

"Despite 40 years of major global negotiations, we conduct business as usual and have failed to address this crisis," group says





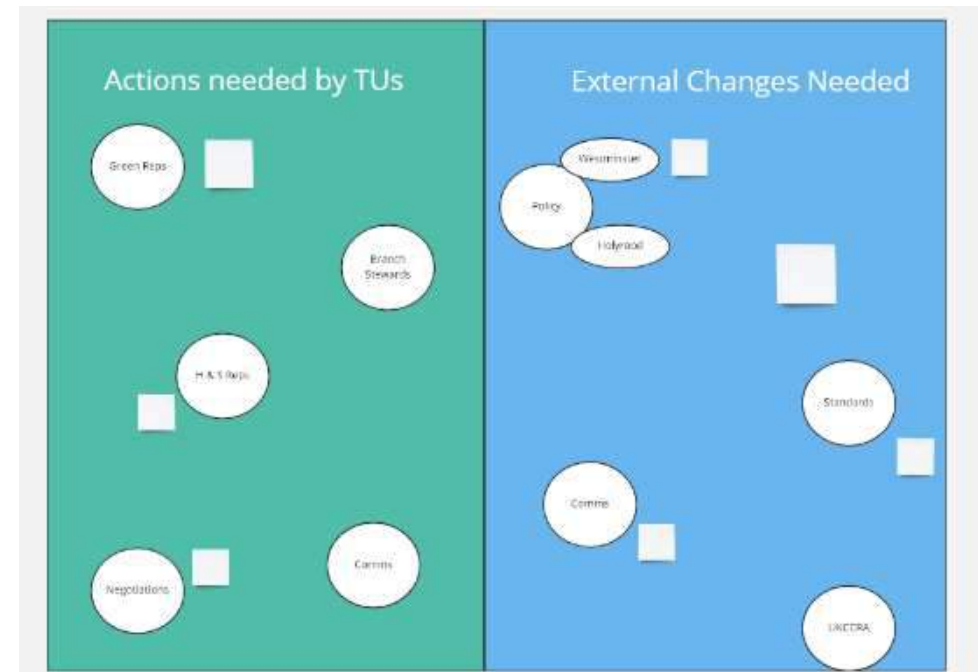


The Adaptation Scotland programme is funded by the Scottish Government and delivered by sustainability charity Sniffer.



# Where are the levers for trade union action on adaptation?

- We will now split into two breakout groups to identify levers for action relating to:
  - Internal trade union activities and
  - External changes required
- A facilitator will be in each room taking notes, you can also add your comments to the Miro board here:  
[https://miro.com/app/board/o9J\\_lxOVyhk=/](https://miro.com/app/board/o9J_lxOVyhk=/)



# Take homes and Wrap up



The Adaptation Scotland programme is funded by the Scottish Government and delivered by sustainability charity Sniffer.



# Why should trade unions respond to the climate emergency today?

- **Rebuilding after the pandemic offers a chance to reimagine cultural norms that damaged health, wellbeing, environment, and prosperity**
  - ‘Normal’ wasn’t working for the majority so why go back?
- **We have a narrow window of time to act before the brunt of the crisis hits us**
  - Moments of crisis offer us a chance to make big transformations
- **Climate change is not a problem for the future, the window for action is now**
  - Climate change impacts will dwarf the deaths and damages from COVID19
  - BAU will compound the problem – we need transformational change
- **Climate change demands action from ALL of us (not just dedicated champions)**
  - We must all adapt to climate risks, store carbon and cut emissions
  - Will need solidarity and compassionate collaboration between sectors and industries
    - some carbon intensive sectors will need time to process the loss of their heritage and plot a sustainable future course
- **Let’s take advantage of this unique moment to:**
  - Upskill TU reps to identify emerging climate risks and solutions that protect Scotland’s workers
  - Ensure workers voices are heard
  - Ensure health, wellbeing, social justice and employment rights are at the heart of Scotland’s climate action

“It is difficult to get a man to understand something, when his salary depends on his not understanding it.” Upton Sinclair



*“Yes, the planet got destroyed. But for a beautiful moment in time we created a lot of value for shareholders.”*

# Practical actions today for TU reps to protect workers

1. **Visit the Adaptation Scotland website <https://www.adaptationscotland.org.uk/how-adapt/tools-and-resources>** Learn about practical actions you can take via the Adaptation Capability Framework
2. **Work with any climate change staff within your organisation or sector** Find out what they are doing and work with them to identify actions which maximise social justice and H&S
3. **Look at near miss reporting and talk to frontline staff** to identify hazards today and suggested solutions
4. **Push for climate change impacts to be defined as H&S issues on risk registers** Use the outputs of UKCCRA3 to understand what risks are considered the most pressing for action
5. **Stop polarising environment vs jobs** Lets listen to all sectors (including carbon intense sectors) and collaborate compassionately to help all workers flourish
6. **Build the evidence base for action** most organisations don't understand what climate impacts cost them. Encourage risk management / corporate staff to keep a record of downtime, staff absences, damage and insurance claims, and other costs of weather events
7. **Sign up for flood warnings from SEPA <https://floodline.sepa.org.uk/floodingsignup/>**
8. **Visit the Scottish Flood Forum for practical advice** on how to make your workplace more flood resilient <https://scottishfloodforum.org/wp-content/uploads/2017/11/SFF-Flood-Protection-Guide-Web-min.pdf>



The Adaptation Scotland programme is funded by the Scottish Government and delivered by sustainability charity Sniffer.



# Adaptation Scotland

supporting climate change resilience



[adaptationscotland@sniffer.org.uk](mailto:adaptationscotland@sniffer.org.uk)



[@adaptationscotland](https://twitter.com/adaptationscotland)



[www.adaptationscotland.org.uk](http://www.adaptationscotland.org.uk)



The Adaptation Scotland programme is funded by the Scottish Government and delivered by sustainability charity Sniffer.

