**Observation**

From a social perspective, GDP growth paralleled rising inequalities both within and between countries with a significant proportion of the population still under the poverty line. Even the OECD speaks of "uneven growth". From an environmental standpoint, the pressures on nature are untenable in the long term, particular with regard to resource depletion (fossil fuels, raw materials and biodiversity) and increased emissions of greenhouse gases which are not consistent with the targets for limiting global warming to +2°C). From an economic viewpoint, the current major crisis compels us to rethink our development model, affected by the excesses of the financialization of the economy, the creation of speculative and short-termist bubbles. Today, models to foster "a green transition" are also discussed - at the risk of ignoring social issues.

**Objectives**

The CFDT, along with the European Trade Union Confederation and the International Trade Union Confederation (ETUC and ITUC), would wish to put the concept of sustainable development back to the center of the development model. This concept can be defined as a development built on three pillars of good economic, social and environmental practices. This makes allowance for the condition in which we will leave our economy, our social system and the environment to future generations. Now, in the short and medium term, a socially and environmentally responsible transition must prevail.

**Proposals**

- For employment: one must integrate the preparation of the (employed and unemployed) workforce to greening activities through access to training, development of prospective trades and skills as well as social dialogue.

- For taxation: in addition to combating tax avoidance, one must evaluate the economic, social and environmental efficiency of the various taxes so as to allow the fostering of a new and more progressive tax system, with incentives, while discouraging bad practices such as the waste of natural resources.

- For companies: the development of CSR (Corporate Social Responsibility - and extend it to all organizations) coupled with that of SRI ("Socially Responsible" Investment) and that of the social and solidarity economy as well as that of philanthropy – should help restore the balance of positive and negative impacts on various stakeholders.

- For industrial and competitiveness policies: innovation must make it possible to save raw materials and energy, while the energy mix needs to reduce its dependence on fossil fuel (uranium, oil, gas, fuel oil). This will mean, for instance, developing some sectors for renewable energy as well as for waste treatment, in order to create jobs.

- For housing and for combating social exclusion: the concern is mainly to reduce the energy consumption of buildings under construction as well as existing buildings through public policies (housing benefits ...). In combating social exclusion, fuel poverty should be taken into consideration along with habitat and unsanitary issues.

- For health: the consequences of pollution and consumption patterns have a significant bearing on social policies. Fiscally speaking, these should be further regulated.
Observation

The growth in population and living standards will exceed the efforts to reduce pollution and to improve efficiency of resource use. If no action is taken, such a trend could jeopardize two centuries of continuous improvement of living standards for the vast majority of the world population. The Stern Review that assessed the cost of not acting on climate change, as the European Commission report on the risks associated with the loss of biodiversity, shows a potential loss which would be equivalent to 5-7% of global GDP each year.

In order for mankind to avoid these dire consequences, civil society and experts moved the debate towards sustainable development and green growth. This expression has particularly emerged in the Anglo-Saxon language around the concept of Green New Deal and it is now part of the international discourse.

The green economy is defined by the United Nations Environment Programme as "one that results in improved human well-being and social equity, while significantly reducing environmental risks and ecological scarcities". However, certain private interests restrict the ‘green growth’ to developments of services related to the environment (water, waste, energy) and green-tech innovations. Or even worse, these corner the biomass and biodiversity markets in an organized fashion.

Objectives

The CFDT, with the International Trade Union Confederation (ITUC) and the European Trade Union Confederation (ETUC), want the current economic model to evolve towards the inclusion of the environmental dimension. But beyond the greening of the economy, the trade unions draw attention to the social dimension of the transition.

Proposals

The evolution towards the green economy is an attempt to respond to several challenges:

- reduce emissions of greenhouse gases, including carbon dioxide (CO2), which contribute to climate change
- use less energy through austerity, energy efficiency and the saving of non-renewable raw materials
- protect the health of the population and guarantee access to food and to common and public goods (water, air, biodiversity)
- save natural resources and safeguard the living heritage as a whole (biodiversity, including ecosystem services)
- implement mechanisms to reduce emissions of greenhouse gases and to give carbon a price (in perspective to the level of income and wealth)
- boost the thermal renovation of buildings and new activities (such as the circular economy and the eco-design...).
**Observation**

At the core of sustainable development, the enterprise is an essential link towards a new model of society. Enterprises are constantly interacting with their environment. They generate internal and external impacts, either positive or negative, and must, to that effect, take full responsibility vis-à-vis these impacts. Accordingly, these must change their business model in order to redirect it to an innovative and accountable strategy, in respect to all stakeholders. Performance is, to date, almost solely measured on criteria of financial profitability and a short-term horizon. This assessment ignores some unavoidable aspects for all players on the planet: these activities must be part of a real development in the long term, beneficial to employees and local populations - while respecting natural resources and human dignity.

**Objectives**

CFDT aims to make CSR an object of global and local social dialogue. Unionism must include in its list of demands, elements reconciling this approach to the *triple bottom line* (economic, social and environmental). For us, employees’ representatives, the "social" remain our primary concern. However, we must contextualize our social ambitions with regard to economic, environmental and societal challenges faced by enterprises. For enterprises, this involves the development of a CSR management which should be integrated in the operating process and specific to each trade. Enterprises are thus to develop - in terms of territorial implantations - as they intend through overall performance and through the multi-stakeholder dialogue. The overall performance indicators will have to be recognized by all as relevant to a long-term development.

**CFDT Proposals**

- Imposing CSR reporting requirement - through regulation - so that enterprises can acquire the management tools for social performance and environmental friendliness, while working closely with their existing financial reporting.
- Placing this obligation at the core of a societal dialogue that allows the development of a non-financial reporting benchmark - specific to each enterprise and in line with its locations as well as trades.
- Strengthening the role and voice of employee representatives in places where corporate governance is at stake (collective bargaining, social dialogue institutions, management board, executive board, general meeting, etc.).
- Developing multi-stakeholder forums for dialogue, so as to allow the inputs of the civil society within the enterprise and thereby minimize the negative external factors.
- Developing the negotiation of international framework agreements in multinational companies and turn them into objects of local social dialogue across all sites.
- Expanding the dialogue on environmental, societal and economic issues for a better consideration of sustainable development and a better distribution of wealth.
- Imposing the notion of social and environmental impact assessment prior to all development projects of enterprises.
Observation

In the past, the enterprise was defined by the nature of what it produced as good or as service. The interests of employees were confronted with the interests of the officer of the enterprise- who was also the owner. Nowadays, the enterprise has become a ground for investments whose ultimate goal is to achieve maximum profit. There is no reflection on the purpose of the enterprise beyond the financial result. The societal purpose and even the social purpose have, in most cases, disappeared from the scoreboards. Defects in modes corporate governance resulted into an exclusive consideration of interests of a single stakeholder, i.e. the owners of the shares of financial capital. So "goodbye", employees, customers, suppliers, subcontractors, civil society, elected officials, residents, etc... Everything turns out as if the enterprise ultimately was operating in a vacuum ... And yet, the enterprise generates continuous interaction with its environment in its broadest sense. And it must take this into account - in the very purpose of its existence – so as to achieve sustainable development.

Objectives

To advance corporate social responsibility, we must make some changes to governance: who governs? Who controls? For whose interests?

We must therefore rethink the place of all stakeholders of the enterprise (including its employees) in the process of strategic decisions to ensure that these decisions take into consideration the interests of most people (including the local populations) and respect the environment.

Several consultation (or exchange of views) and decision-making bodies contribute in a more or less significant fashion to the definition of the corporate strategy and the consideration of the interests of various "components": the management board, the executive committee, the general meeting of shareholders, the bodies and players of social dialogue (in France: works council, health committee, safety committee, working conditions committee, staff representatives, collective bargaining), etc..

We must move towards an increasing exchange of views in order to reach a compromise which is acceptable by the greatest number.

Proposals

- Renewing collective bargaining and broadening it to new fields such as employment and working conditions for subcontractors or providers, for example, or the procedures for generating value.

- Allowing the presence and public speaking of employee representatives in management boards.

- Requiring the consultation with employee representatives regarding the definition of criteria for remuneration of directors and management so as to include some social, societal and environmental criteria.

- Proposing the creation of new forums for dialogue, open to civil society (NGOs, local residents, local councilors, staff representatives ...).

- Promoting socially responsible investing through employee savings funds and foster the development of corporate ratings based on social, societal and environmental criteria.
Observation

The path to a green economy involves significant changes in activities and employment. Besides the environmentally-friendly activities or "eco-activities" (the green activities, strictly speaking, currently account for only 2% of French GDP), the traditional activities will move towards a greening of operation, that is to say adapting the processes (to produce goods and services) to rules that are more respectful of non-renewable resources and more environmentally friendly. This calls for a change in qualifications and skills of employees and entrepreneurs, especially for small and medium sized enterprises as well as handicrafts. Labor organizations may also need to change.

Objectives

The CFDT - along with the International Trade Union Confederation (ITUC) and the European Trade Union Confederation (ETUC) - wants to put the principle of professional support for employees (and entrepreneurs) at the core of the transition towards a new development model (which involves the green economy). Thus, "Labour 20" refers to the "just transition" towards green and decent jobs.

The change of growth model provides opportunities, but also induces the downgrading of some activities and the changing needs of recruitment, skills and qualifications. We must anticipate requirements with regard to qualifications, skills, training, awareness and issues of redeployment, both qualitatively and quantitatively. To this end, it is necessary to include in the agenda for collective bargaining at all levels (national, sector, territory), the review of potential impacts (and requirements) of the transition on activities and trades.

Proposals

Responsibilities of social partners in supporting professional transitions are significant. In France, several proposals are broken down as follows:

- Use the level of National Joint Councils for Employment and Professional Training (French CPNEFP) in parallel with regional variations so as to carry - in a participatory manner - some diagnosis and studies.

- Develop - as a shared diagnosis - in all professional branches and territories, prospective approaches (prospective study contracts on trades and activities, and develop these in an intersectoral manner).

- Refine prospective observatories for trades and qualifications (French OPMQ) so as to integrate the issues of a sustainable development.

These proposals are subject to various levels in France and may be the basis for the development of innovative forms of social dialogue with employers in countries undergoing the transition towards a new development model.
Observation

Scientific works estimated that half of the plants and animals on the planet will have disappeared by the end of this century - while only 14% of the 8.7 million species (estimated on earth) are known to date. The main causes are habitat destruction, overexploitation of species, climate change, the introduction of invasive species and urban sprawl (but there are other significant underlying causes such as: demographics, poverty, corruption, the pursuit of profit and economic subsidies).

Each species can be considered as a library of information acquired through changes over thousands or millions of years. Each species that disappears can be deemed a considerable loss of information. The various species live, balanced one with the others and are interdependent. Some endangered species are the cornerstones of the architecture - they have key roles, such as bees for the pollination of plants.

The role of biodiversity is critical for food security and it also plays a crucial role in combating global warming (carbon storing and recycling). Many "services" rendered by free natural habitats reflect the multifunctional role of the biodiversity: water treatment and air purification, limiting soil erosion, limiting plant diseases, animal and human, etc. but also the diversity of tastes, shapes and colors of our food. Finally, beautiful sceneries and sights are also dependent on the biodiversity. The shortfall, due to the destruction of ecosystems worldwide, is in a range amounting from 1350 to 3100 billion euros per year.

Objectives and proposals

For the CFDT, the preservation and restoration of biodiversity must be paired with a constant aim of reducing poverty, fighting against inequality and promoting decent work. Specifically, the choice of economic and fiscal instruments for its preservation or restoration must comply with principles of equity and social justice. The challenge is to ensure the sustainability of the public "common" goods and of the resources upon which human activities are dependent as well as to reduce the costs of inaction.

Preservation or restoration of biodiversity can also be a source of innovation and / or tourist attraction _ ethical reputation - and therefore a source of competitiveness, _ job development, skills and qualifications in many sectors.

We need to improve the knowledge of biodiversity among communities, local elected officials, consumers, enterprises and workers regarding:

- The stakes ("free services") of biodiversity for mankind
- The interactions between work activities and biodiversity
- The interactions between land use planning and biodiversity
- The regulatory frameworks (International, Europe and France) and their impacts on employment and training, in order to prepare the career transitions.

Investment in agronomic research and agro-ecological (e.g. agroforestry) should be strengthened to stimulate the move towards agricultural practices based more on a land rich in biodiversity and living than a land rich in chemicals and dead. Cooperation and public development aid for the preservation of biodiversity must be significantly strengthened.

Finally, countries should initiate a national dialogue on subsidy and tax systems that are non-damaging to biodiversity and have no impact on social protection schemes.

Among the measures planned in France, there is an ongoing deliberation on an overhaul of the fiscal instruments to preserve undeveloped areas and the implementation of a network of green infrastructure called Green Frames (Trames Vertes) for terrestrial areas and Blue Frames (Trames Bleues) for wetlands and marine areas.
Observations

Pollution due to fine particles emitted by industry, agriculture, transport and domestic sectors (heating) has immediate and long-term health effects (asthma, allergies, respiratory or cardiovascular disease, cancer). In 2005, a health impact assessment across 25 countries of the European Union estimated that, in France, nearly 42,000 deaths per year were caused by air pollution due to fine particles resulting from human activities. The health and environmental costs associated with the particles in outdoor air was estimated at 31 billion euros per year. If we include all air pollutants, it even exceeds 90 billion euros. The air pollution is just as worrying as the water pollution.

In France, the air pollution comes from several sources: the industrial sector which accounted for 31% of fine particle emissions, road traffic which accounted for 20% of releases of greenhouse gases and a quarter of fine particle emissions, and agriculture in relation to application techniques of plant protective agents and emissions of the tractors.

The measures planned in France are: strengthening standards, increasing controls, defining low emission zones (French ZAPA, zones of priority actions for air), actions to prevent and manage pollution peaks, a significant reduction of car use in city, incentives for ecological renewal of the car fleet, tax incentives to renew the wood-burning appliances, and a future tax on heavy vehicles.

Objectives and proposals

The CFDT sees the need to encourage a multi-stakeholder dialogue on social issues - at the national level, in every sector and territories - particularly when it comes to transport policy or the evolution of standards regarding the industry and agriculture.

Implement policies promoting the sustainable mobility has become a priority because these are the ones which have the most impact, even if other aspects must not be neglected (e.g. town planning measures, industry standards, heating technologies, etc.).

This involves acting on: the soft mobility (any non-motorized mobility), public procurement, public transport, emissions from airport zones, encouraging solutions involving carpooling, car sharing, etc.

To promote an integrated and sustainable approach of transport, the CFDT proposes:
- A generalization of the Travel Plans negotiated as Workplace Plans or Multi-Workplaces Plans;
- A multimodal ticketing (one ticket is valid in several means of public transport for a specified period);
- Increased support for employers' contribution of the transport costs (and up to 100% during peak pollution);
- Free parking on the outskirts of the 'low emission zones';
- A promotion of the delivery logistics within the city through clean transport;
- Continuous information of the general public by posting emissions and threshold values
- Incentive to the commercialization of the cleanest possible and labeled chemicals.
Rio+20
Factsheet:
Transparency and Public Debate:
Generalize and Complement the Aarhus Convention

Observations

Following the commitments of the Earth Summit in 1992, the Aarhus (Denmark) Convention - signed by 39 countries in 1998 - brought a lot of (democratic) freshness in the environmental sphere: right to information (quasi-transparency), right to consultation, dialogue, participation in decision making processes.

In the scope of the European Union, this agreement led to a series of directives and regulations.

In France, consensus conference, citizens' conference, formalization and expansion of Public Debates, etc. embody these European commitments. The results - though non-negligible - are, however, still unsatisfactory because access to information, work on dossiers and optimized search for compromises are not open to everyone indiscriminately.

Apart from the 39 signatory countries, the world is deprived of these essential rights (information, consultation, dialogue, participation), when major projects could affect the environment and - more or less directly - the social (including health and safety of workers and residents as well as their environment).

Objectives

- Strengthen democratic processes for societal choices (such as those about bioethics, major infrastructure, nanotechnology, etc.) by complementing representative democracy with the participation of its citizens;
- Build trust between partners to target the best compromises (loyalty and sincerity of the arguments exchanged);
- Adopt quality democratic processes for the consolidation of a gentler civil society;
- Further expand and implement the principle of accountability.

Proposals

The CFDT requests:
- That an International Convention extends the principles and commitments of the Aarhus Convention to all countries in the world.
- That the right to expertise combines independence and pluralism of sources and views.
- That the assessment methods rely on analysis of the cost-benefit of both the action and inaction ... and on systemic and global (economic, social and environmental) LCA (Life Cycle Analysis).
Observations

In almost a decade, numerous changes have impacted the economic and human activities: climate change, depletion of non-renewable resources and biodiversity, economy in turmoil and crisis, etc.

The path of sustainable development is - since the origin of this concept - the only way to respond intelligently and comprehensively to all issues identified in the economic, social and environmental areas. However, the compromises - which must be drawn - are of unprecedented complexity and entail high quality information, consultation and thorough societal dialogue so as to be able to finally choose and decide together.

Social dialogue is therefore an essential part of this process, a cornerstone which must absolutely be present in the building to be built. Moreover, history has shown that social problems can not be solved solely by laws and regulations. The social partners' detailed understanding of the realities of work and the legitimacy and representativity of trade unions give them great responsibilities. These responsibilities have involved, up to now, all the employment and working conditions of employees. Nowadays, the same issues arise but the scope is considerably broader in this context of sustainable development.

Objectives

- The first objective (a rather conservative objective): the social sphere should not be the "poor relation" of sustainable development and must be respected, recognized and valued. This is neither trivial nor easy to achieve. Indeed, it involves treating both problems in the social sphere (inequality, poverty, health, etc.) but also issues caused by the crisis of the environmental sphere and the economic sphere - these are numerous and interact one with another! One can for example include: the endangered or eliminated activities, the constrained developments for many functions, trades, jobs, qualifications, skills and social status, imposed mobility, new breaches of public health and occupational health, etc.

- The second objective (a more aggressive and ambitious objective): social players must be contributors (active stakeholders) of sustainable development. The aim is to involve workers, employees and their union representatives in the vision of a sustainable development. This means, in other words, that the social and union demands are to be compatible and even favorable to social justice, but also to environmental protection and economic efficiency – the only means to reallocate and invest in a useful and responsible manner.

Proposals

Pool all the tools of social dialogue and collective bargaining so that these can serve a sustainable development which favors the human and the living.

- Develop a culture of sustainable development among the population and especially among salaried workers.
- Show and demonstrate positive interactions in the medium and long term between the social and the environmental.
- Advocate for medium and long-term economic regulations which respect the human, the social and the environmental.
- Develop the investigations and studies required to address the issues which have already been identified and to anticipate new constraints and opportunities related to the environment, science and the economy.
- Mobilize the social partners to undertake any meaningful negotiations at all levels in order to anticipate and support the economic trends and developments in trades, skills and aptitudes.
- Develop, at the territorial and local levels, a social dialogue to conduct transition projects of activities and trades, to promote a circular economy, an economy of local management for resources and energy.
Observations

Dialogue between civil society organizations is struggling to assume a dimension which would provide the platform it deserves. And yet the interest is measured by all. It is obvious to the CFDT that relations between unions and NGOs are an important lever of the commitment of our societies towards a more sustainable development, while taking into account the interests of the greatest number.

The limits of operating in silos ("top-bottom" bilateral relations) have been reached by a mutual ignorance of the stakeholders. Furthermore, these relations lead to manipulation, double talk and they are seldom followed by concrete commitments. The views thus remain fixed in relation to dogmatic positions which do not favor any pooling.

Objectives

For the CFDT it is time to prepare the conditions of the future compromise of Sustainable Development - in all areas. Thus we must contribute, in our behavior vis-à-vis the organizations, to organize meetings to better know and understand each other as well as recognize each other's legitimate and complementary skills.

Together, we must invest in the research of general interest and build a multi-partner confidence based on facts and experiences.

Proposals

- Develop partnerships with organizations on all issues: youth, equal treatment, the environment, human rights ... and to all levels, from the most global to the most local (Green and Blue Frames, Territorial Climate and Energy Plan, Regional Climate, Air Quality and Energy Plan, National Transport Infrastructure Plan [French SNIT]) ;

- Develop meetings with the largest number of partners: France Nature Environment, CCFD-Solidarity Earth, Foundation for Human Progress and Foundation for Nature and Man, etc. ;

- Co-create and participate in collective bodies (particularly of the Civil Society) meeting in each collective, around one or several common advocacy theme(s) (such as the 4D organization - File and Debates on Sustainable Development, the Citizen's Forum on CSR, the International Initiative for the Executive Social Responsibility, etc.) ;

- Promote, in the public debate, expanded governance - such as the framework of the five-stakeholder governance process of the Grenelle environmental agreement (Public Authorities, Unions, Employers, NGOs, Qualified Members).
The CFDT Supports the proposal of the Foundation for Human Progress for a Universal Charter of Responsibilities:

Zero-draft presented to the United Nations Conference (of Heads of States and Ministers) on Sustainable Development:

We, Representatives of the Member States of the United Nations, gathered in Rio de Janeiro for the Earth Summit, June 2012

Constatant

1- that the scope and irreversibility of the interdependences that have been generated among human beings, among societies, and between humankind and the biosphere constitute a radically new situation in the history of humankind, changing it irrevocably into a community of destiny;

2- that indefinite pursuit of current lifestyles and development, together with a trend to limit one’s responsibilities, is incompatible with harmony amongst societies, with preservation of the integrity of the planet, and with safekeeping the interests of future generations;

3- that the scope of today's necessary changes is out of range of individuals and implies that all people and all public or private institutions become involved in them;

4- that the currently existing legal, political and financial procedures designed to steer and monitor public and private institutions, in particular those that have an impact worldwide, do not motivate these latter to assume their full responsibilities, and may even encourage their irresponsibility;

5- that awareness of our shared responsibilities to the planet is a condition for the survival and progress of humankind;

6- that our shared responsibility, beyond the legitimate interests of our peoples, is to preserve our only, fragile planet by preventing major unbalances from bringing about ecological and social disasters that will affect all the peoples of the Earth;

7- that consideration of the interests of others and of the community, and reciprocity among its members are the foundations of mutual trust, a sense of security, and respect of each person's dignity and of justice;

8- that the proclamation and pursuit of universal rights are not sufficient to adjust our behaviour, as rights are inoperative when there is no single institution able to guarantee the conditions of their application;

9- that these facts require the adoption of common ethical principles as inspiration for our behaviour and our rules as well as those of our peoples.

We adopt, in the name of our peoples, the present Charter of Universal Responsibilities and we commit:

- to make it the foundation for our behaviour and our relations;
- to promote it among all sectors of society;
- to promote it among all sectors of society.

Principles of Universal Responsibility

1. The exercise of one’s responsibilities is the expression of one’s freedom and dignity as a citizen of the world community.

2. Individual human beings and everyone together have a shared responsibility to others, to close and distant communities, and to the planet, proportionately to their assets, power and knowledge.

3. Such responsibility involves taking into account the immediate or deferred effects of all acts, preventing or offsetting their damages, whether or not they were perpetrated voluntarily and whether or not they affect subjects of law. It applies to all fields of human activity and to all scales of time and space.

4. Such responsibility is imprescriptible from the moment damage is irreversible.

5. The responsibility of institutions, public and private ones alike, whatever their governing rules, does not exonerate the responsibility of their leaders and vice versa.

6. The possession or enjoyment of a natural resource induces responsibility to manage it to the best of the common good.

7. The exercise of power, whatever the rules through which it is acquired, is legitimate only if it accounts for its acts to those over whom it is exercised and if it comes with rules of responsibility that measure up to the power of influence being exercised.

8. No one is exempt from his or her responsibility for reasons of helplessness if he or she did not make the effort of uniting with others, nor for reasons of ignorance if he or she did not make the effort of becoming informed. »
Observations

The population lives mainly in cities and the trend is intensifying. This leads to the current deadlocks: pollution, energy crises, social exclusion …

Urban sprawl has snowballed and it is predator of space and energy. It ultimately discriminates the mass transport in favor of the private car. It lengthens travel in space and time, particularly from periphery to periphery.

The air pollution is worsening and poses serious health problems. The construction of accessible homes and the housing of architectural quality (thermal and sound insulation, etc.) are grossly inadequate and lead to higher housing prices while increasing fuel poverty. The social mix is not genuine because the houses are grouped by (purchase or rental) price band.

Objectives

"A better life" in the city requires the enhancement of urban quality of life, equipments (and shops) which are useful in everyday life and creator of the social bond, and the access to housing and services for all.

Urban concentration is favorable to alternative transport to cars and motorcycles. We must integrate freight transport in the city (and waste extraction) must be integrated into the overall issue and accommodate new challenges: home delivery purchases (including online purchases), managing conflicts of road use, etc. and the air quality must be restored.

In town, the ecological continuity must be provided through a network that ensures both the circulation of biodiversity and social utility.

Proposals

- Create, as much as possible, new eco-neighbourhoods - with the best innovation possible (value measured in environmental and social performance) for money (cost).
- Work towards the greening of the city, through a safe and sound management of green spaces, the greening of pitched roofs and the creation of hydroponic greenhouses collective greenhouses on flat roofs, etc.
- Devise concerted patterns of sustainable urban mobility. These must be implemented through the creation of real multimodal platforms – by acting on all the levers of mobility: transport, roads, urban planning, parking, accessibility, etc.
- Fight against urban sprawl by providing an enhanced complementarity of transport in town (public transport, priority to pedestrians and cyclists, redesign of urban supply modes and freight transport, etc.), develop quality transport including in the periphery.
- Generalize the Travel Plans - both Workplace Plans and Multi-Workplaces Plans - which are a tool of social dialogue and sustainable development (reducing the costs attributed to transport, reducing travel costs and stress, increasing comfort, limiting car related nuisances, reducing energy demand, etc.).
- Promote urban logistics through the development of provisions in the periphery to connect to city center traders and merchants by clean and quiet transport.
- Develop ongoing public information, both for the display of particulate emissions and limit values and for the correspondences between the various transport modes.
- Further develop new modes of travel by car (carpooling, car sharing, electric car …) accessible to the greatest number.
**Observations**

Greenhouse gases (GHG) are gaseous components that absorb infrared radiation emitted from earth's surface, thus heating the atmosphere and earth's surface. Their increased concentration in the atmosphere is significantly contributing to the recent (and rapid) global warming along with the derived climate change phenomena.

The last IPCC report concluded that there were more than 9 chances out of 10 that the essence of the climate change observed in recent decades is "very likely" due to increased human activities and greenhouse gas emissions.

In France, following an initiative of the Grenelle Environment Forum (a new approach to consultation, with five stakeholders [government, local authorities, economic players, trade unions, NGOs]) , companies with more than 500 employees and public institutions with more than 250 employees are required, since July 13, 2011, to submit the GHG emissions balance sheets (minimum every 3 years).

These balance sheets enable:
- the record, in a single indicator (in " CO₂ equivalent"), of emissions for the six main greenhouse gases caused by human activity and taken into consideration internationally by the Kyoto Protocol: carbon dioxide (CO₂), methane (CH₄), nitrous oxide (N₂O), hydrofluorocarbons (HFC), chlorofluorocarbons (CFC) and sulfur hexafluoride (SF₆) ;
- the awareness of key sources of GHG emissions from business activities and act to reduce them;
- the realization of the importance of business dependence on fossil fuels (oil, coal, gas ...), and potential savings;
- the anticipation and prevention economic, social and environmental impacts due to the scarcity and the likely increase of energy prices in a not too distant future.

The mandatory minimum scope of the balance sheet (stipulated by the regulation) is still fairly low. It is limited to emissions from sites and vehicles directly owned by an organization, and thus indirectly caused by energy consumption. This information must be submitted to the public authorities along with an action plan. With each new balance sheet, the achieved progress is assessed and further action for improvement is planned. The decree also requires local authorities (more than 50,000 inhabitants) and the government itself to develop a "Territorial Climate Energy Plan".

**Objectives and proposals**

Firmly committed to a sustainable development approach, the CFDT supports the implementation of the balance sheets of emissions of greenhouse gases (GHGs) across all organizations. And thus, it proposes to:

- impose the implementation of carbon footprints to large international groups (from 10,000 employees, for instance) and to create a global financial assistance for SMEs carrying out a carbon footprint assessment.

- carry out a carbon footprint and communicate seamlessly regarding the balance: it brings image and reputation benefits to organizations since citizen-consumers (as well as public procurement and businesses positioned in "sustainable procurement") take into consideration the environment when purchasing. The Federation of Chemical and Energy workers FCE-CFDT develop and train its union teams to act in such a way that carbon footprint becomes a major tool of progress and the aim of the social dialogue.

- systematically incorporate indirect emissions of upstream and downstream activities (transport, material and immaterial inputs, waste...) to achieve high relevance. These emissions can represent a very significant share of total emissions from businesses.
Observations
Our way of life is not sustainable in the long term. The intensification of globalization, global warming, scarcity of some resources and demographic trends challenge our growth model and our production methods.

Objective
The industry needs to get on the pathway to sustainable development in order to give their rightful places to environmental and social aspects in a long-term perspective. This implies a profound change in our way of life and our production systems towards a different model of growth compared to what we experienced in the past.

With its ability to innovate, the industry must be at the core of any future project. Indeed, it aims to ensure our independence and meet our basic needs (mobility, energy, health, communication, etc.). As such, it must be renewed via the adaptation of professions, organizations and processes. Also, it must move towards the respect for health and the dignity of workers as well as the environment, towards the rational use of resources and integration of the well-being at work. These are henceforth indispensable to sustainable economic success and the restoration of economic, social and environmental balance.

This translates into a need to support the restructuring and transition, but this also requires new indicators to measure wealth in the three dimensions of sustainable development. In this context, issues of governance and CSR are more relevant than ever. Unions must grasp the importance of this revolution and understand the challenges and opportunities. They must be involved, as players, in this evolution.

Proposals
- Be proactive on environmental taxation (global carbon tax or within the borders of Europe, global sectoral agreements and corporate agreements aimed at reducing the environmental footprint of the industry throughout the life cycle of products, etc.).
- Expand technological research to establish the dissemination of innovation by adopting a European framework with more incentives, by making it mandatory to reach the target to increase R & D spending to 3% of GDP, and by supporting - through public investment - R & D and technological research while continuing to allocate resources for fundamental research.
- Create some "ecosystems" (platforms, discussion groups, etc.) to facilitate relations between research and industry across the territories, and thereby making them authentic centers of innovation dissemination, particularly for SMEs.
- Renew the skills and facilitate the transfer of qualifications - in a manner conducive to sustainable development. The inclusion of job opportunities which are induced by the transition to a more restrained economy, must take place in parallel with a redirection of the initial and ongoing training towards these types of jobs.
Observations

Economic indicators are nowadays excessively centered on the GDP. Criticisms of the GDP are recurrent since various analyzes have shown that GDP growth is not able to prevent rising inequalities, poverty and environmental damage. One of the problems of GDP is to measure - above all - the wealth created and exchanged in a market, that is to say productions with a price. And yet, many productions do not have specific prices: one can think about contributions from public services and administration. Worse still, some annoyances like traffic accidents or pollution, can result into an increase in GDP due to the expenses generated (ambulance, hospital costs, cleaning soiled areas, etc.).

Objectives

For the CFDT, it is important to use broader indicators than GDP. The society is indeed more sensitive than before to social and environmental consequences of economic policy decisions. What is at stake with this statistic for the future is to better measure the well being of the population - with the same statistical quality as is currently implemented in the context of GDP.

Proposals

A consultation - under the framework of the NSDS (National Sustainable Development Strategies) for 2010-2013 and its 9 challenges ¹, and under the chairmanship of a CFDT member from the Economic, Social and Environmental Council - has made it possible to go beyond an economic vision centered on GDP alone or on an overly environmentalist progress, through a scoreboard with the following indicators:

- 15 headline indicators, and 4 indicators of economic and social context (for example there include the participation rates of women in governance bodies, the rate of underemployment or gaps living standards) and

- 35 additional indicators of the scoreboard and the official statistics strive to meet the demands of civil society expressed in particular by the CFDT at meetings.

These indicators were chosen within the framework of a conciliation committee organized according to the 5-party governance model NGOs, Unions, Employers, State and Local Government) as implemented by the Grenelle Environment Forum. For the first time, proposals have not been put forward only by statisticians, but by statisticians and representatives of civil society.

The scoreboard can be downloaded from the following website: http://www.statistiques.developpement-durable.gouv.fr/indicateurs-indices/li/indicateurs-developpement-durable-nationaux.html

For the CFDT, it is important to let the international community know about this partnership approach. Indeed, it has enabled a broad consensus on an array of indicators, thereby avoiding the pitfall of a headline indicator (such as GDP), and allowing the better appropriation of key issues related to societal changes towards sustainable development.

¹ Sustainable consumption and production, knowledge society, governance, climate and energy changes, sustainable transport and mobility, sustainable conservation and management of biodiversity and natural resources, public health, risk prevention and management, demography, immigration and social inclusion, and the international challenges of sustainable development and poverty worldwide.
Observations

The lessons from the global crisis have not been learned: there goes again the speculation on the stock exchanges, the excessive remuneration of CEOs, the dispensing of bonuses. Social unrest in the workplace is attributed to the weakness of individuals. At the same time, systems of organization and overall management are not questioned: executives are often locked in silence due to the lack of protection. This situation makes many citizens say that "nothing has changed, here we go again as before." Excesses of all kinds, blindly passing yellow lines though being right in front of some major hazards - in terms of environment or health - which will affect the future of the planet, the fact remains that all decision makers will not be able to say they did not know. Between ignorance, thoughtlessness or informed risk taking, the current crisis also proves to be a crisis of responsibility.

Executives, managers, throughout the world, are at the forefront in situations of tensions and professional dilemmas when they witness these excesses. When "the injunction relating to things to be done or not done" conflicts with personal ethics, values, professional ethics, what freedom of expression is at the disposal of professionals and managers? What right of withdrawal, refusal or whistleblowing can they invoke? What room for maneuver do they have?

The protection of whistleblowers exists in some countries for employees elected in representative bodies. They enjoy legal protection to prevent unjustified sanctions. But many countries do not have such arrangement.

Objectives and proposals

Risk prevention must go through collective bargaining for the receipt and processing of whistleblowing disclosures, while relying on existing rights and the legitimacy of representative bodies. The analysis of international trade union organizations is similar to that of numerous players: NGOs, professional associations, networks of whistleblowers. In a globalized economy, the consequences of our actions have a global reach that no national legislation, as perfect as it may be, could regulate and control.

The work of the UNI Global Union Executives group on the conditions for executive staff to exercise social responsibility and EUROCADRES research on responsible management, both echo the concerns of Transparency International, Amnesty International and many other players which campaign for the worldwide recognition of the right to whistleblowing (without going aground on the shoals of denunciation - unfair, and highly controlled by a central authority, as intended by the "code of ethics" of some companies) and the international protection of whistleblowers and for the integration of such right into the fundamental rights of the ILO.

Employees ask for nothing else than to become involved again, find prospects for the future, to experience a day after tomorrow that makes sense, which brightens the horizon, and to have the necessary conditions for exercising their professional responsibility while taking better account of economic and social purposes which are the stakes of sustainable development.
Observation
Responsibility is at the heart of the major challenges we face: political responsibility of governments, corporate social and environmental responsibility - beyond their economic responsibility, environmental and societal responsibility of every consumer, responsibility of present generations towards future generations. Responsibility is not only collective but individual too. And - notably in the context of a professional environment - it questions each and every one of us who, as individual witness of a major dysfunction, may not be able to choose between the silent complicity and denunciation.

Objectives
European and international trade unionism has to challenge employers and policies for an improved quality of work life, and for a decent job and respectable wages for everyone. It is also a collective strength to make proposals, a player of the economic, social and environmental regulation, when claiming new rights, when negotiating group benefits for all, when fighting so that future generations may continue to benefit from social protection systems related to health and collective welfare. Though it is its specialty, it does not have the monopoly on social issues, nor do companies have a monopoly on economy, nor do ecologists have a monopoly on environmental issues.

Proposals
The European trade unionism for executives (professionals and managers) - which is at work in businesses and administrations, through policy makers, professionals and managers who are at the same time, witnesses, subjects and players in these situations - intends to focus on five action levers for an increased social, societal and environmental responsibility:

1. The contractualization of international agreements on corporate social responsibility in order to further the social regulation of globalization: multinationals, through some European or global agreements, should systematically agree to adopt socially responsible practices in countries where they are present (respecting the right of freedom of association and to join trade unions, combating child labor and discrimination, complying with health and safety at work and even the observance of environmental standards).

2. The impetus towards new rules of governance across all levels, both in terms of international institutions - IMF, WTO, World Bank, ILO - and of practices on corporate strategic management practices, for a better balance between the economic, the social and the environmental.

3. The negotiation of the 10 conditions for exercising professional responsibility (adopted at the conference of UNI Executives in Melbourne in 2008 and incorporated in the UNI Code of manager's responsibility):
   - Condition 1: Guaranteeing executives' (P&M's) freedom of expression;
   - Condition 2: Guaranteeing freedom of speech;
   - Condition 3: Guaranteeing the right of intervention;
   - Condition 4: Guaranteeing the establishment of an early warning system;
   - Condition 5: Guaranteeing a right of withdrawal in difficult situations;
   - Condition 6: Guaranteeing the right to legitimate resignation;
   - Condition 7: Guaranteeing the legal protection of whistle-blowers;
   - Condition 8: Structuring procedures through the social dialogue;
   - Condition 9: Promoting responsible management practices;
   - Condition 10: Ensuring respect for international standards;

4. Negotiating the terms of a protected and responsible whistleblowing, so that this right might be included in the ILO Conventions, together with a protection of whistleblowers. This right exists in some countries for employees elected in representative bodies, which enjoy legal protection to avoid unjustified sanctions, but many countries do not have this arrangement, which is why it is important to establish a protection recognized worldwide.

5. The introduction of critical analysis in the initial and continuous training in order to be able to learn cooperation (working with others and not systematically putting oneself in a logic of rivalry) and positive confrontation (managing contradictions, mastering complexity, increasing one's capacity for critical analysis of possible models of administration and management).

(Download the full text of the manifesto, in French and English, on the following website www.cadresCFDT.fr)