



**28→30 November 2023**

**Interinstitutional EMAS Days 2023**

Online sessions for all EU Institutions' staff



# Beyond green networks:

how to strengthen staff engagement towards the further greening of EU Institutions

28 November 2023

# Agenda

- Introduction and icebreaker
- Part 1: EU Institutions' Success stories (30 min) - Moderator : EC - Contributors : EC, Council, ECHA, ECA & EIB (30 min)
- Part 2: Participatory workshop style brainstorming session on the main “common interest” questions (1 h) - Moderators: EC

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# Part 1

EU Institutions' Success stories (30 min) - Moderator : EC - Contributors :  
EC, Council, ECHA, ECA & EIB (30 min)

# Overall Context – Current progress of the Greening the Commission action plan



**PEOPLE FIRST**  
GREENING THE EUROPEAN COMMISSION



*Staff engagement to  
implement the  
actions set in this  
Communication is key*



*Laure Ledoux, Head of Unit  
HR.D.7: Greening, Safety & Buildings*

## Buildings & Work space

Use more efficient, sustainable, climate-resilient buildings & working space

### Greener buildings

Improve the energy efficiency of our buildings; cover emissions linked to construction of buildings, IT equipment, purchased goods/services/own waste.

Conduct vulnerability and risk assessment; promote preventive measures.

### Greener working place

Reduction of overall office surface; coherence with the new working time decision.

Factor in environmental impact of telework.

Behavioural change: waste reduction, re-use and recycle material.

## Greener mobility

Green our mobility whilst reaching out to citizens

### Setting the example for missions & greener travels

Promote videoconferencing as the default option.

Optimise the organisation of missions.

Decrease the environmental impact of travel.

Mix in-person/virtual experts' meetings.

### Greener commuting

Boost the use of sustainable modes of transport mobility plan; develop infrastructure; awareness raising campaigns.

Gradual transition to zero emission Commission vehicles by 2027.

## Digitalisation

Supporting us in the transition

### Optimise IT operations and assets

Develop digital solutions as an enabler of savings from other emission sources (buildings, mobility) and limit their environmental impact/ energy consumption.

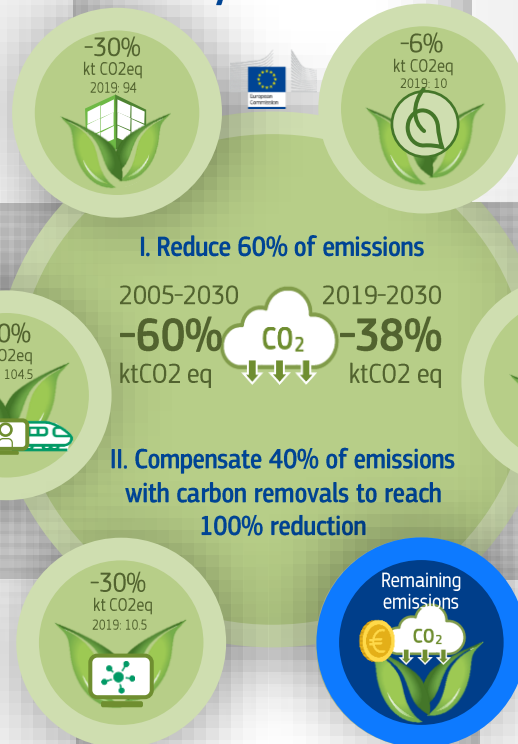
Limit environmental impact of data centres; reduce the number of local ones.

More energy efficient devices.

Ensure coherence with the internal digital strategy.

Greener digital behaviours such as online collaboration tools.

# How can we reach climate neutrality by 2030?



## Green Deal

Ensure coherence with other policies of the Green Deal

### Circular economy

Enhance use of green public procurement; prioritise low life-cycle environmental and social impact; encourage operators to green their offers.

### Ecosystems & Biodiversity

Develop projects on urban and non-urban sites; better integration into society.

### Fair, healthy, sustainable and good food (from Farm to fork)

Reduce environmental impact of catering; favouring short-circuits, and use of food labels in canteens.

## Pro-active engagement

Staff as an enabler to reach climate neutrality

### Staff participation as pioneers

of the transition towards climate neutrality; adherence of the Commission to Climate Pact; participation in campaigns; adapt to new ways of working; volunteer as green ambassador.

Implement the sustainability, aesthetics and inclusion objectives of the new European Bauhaus in the Commission.

### Communication

Raise awareness among EU citizens showing the benefit of moving to carbon neutrality; exchange of good practices with other institutions.

## Carbon removals

Compensate the remaining emissions with carbon removal to reach carbon neutrality (100% reduction)

### Financial cost of carbon removals

Reducing GHG emission reductions should be done whenever possible.

**Await the Commission proposal on carbon removal certification** to ensure adequate and efficient carbon removals from the atmosphere.

**Assess the opportunity for a pilot project in 2024**

European  
Green Deal  
Greening the Commission



# Internal communication action plan

Staff engagement to  
implement the  
actions set in this  
Communication is key



## Business as usual

- Two annual corporate campaigns + **Corporate sustainable events competition**
- Overarching corporate “Greening” internal communication action plan (2021-2024)
- Prepare, translate, publish and communicate the **Environmental Statement**
- **Bi-annual EMAS staff survey** on environmental awareness and behaviour
- **EU Climate Pact:** encourage staff to participate (Count us in)

## What's new in 2023?

- Revamp /align **internal website** to the “Greening” (*new*)
- Set up and coordinate “**green transition multipliers**” community (*new*)
- Raise **awareness of staff on teleworking** including energy savings, heating, behavioural advice, low-energy equipment, etc. (*new*)
- Update **internal guide for the organisation of events, meetings and conferences** (*new*)



## Staff participation and communication

- Commission: the first EU Institution to sign the **EU Climate Pledge**
- Third award ceremony rewards **innovative, green Commission events**
- EMAS spring campaign *ACT for the GREEN Transition* - **Greening the Commission Learning Challenge**
- *Less Waste, More Action TOGETHER* - **Green Transition Multipliers' workshop**







# Training action plan

Staff engagement to  
implement the  
actions set in this  
Communication is key



## Business as usual

- **Online EMAS basics** for all trainings for EC Newcomers and all EC-staff (*every 1-2 months*)
- **Introductory training for new EMAS team members:** EMAS Correspondents' and the EMAS teams in EC COMM Representations
- **EMAS Site Coordinators' workshops**
- Follow-up of the **Training Needs' Register**
- **Monitor the efficiency** of EMAS-related trainings

## What's new in 2023?

- Investigate the possibility of setting up a new **“Green competences” Learning Package** for EC staff (*new*)
  - ✓ Revamp the *Greening the Commission Learning Challenge*
  - ✓ Create new training opportunities (e.g. Climate Fresco Game)
  - ✓ Align with ongoing projects (e. Greening Learning package by EU Policy Hub)
- Enhance the newly created **“Train the trainers” upcycling scheme** (*new*)

# ***Revamped* Greening the Commission: Are you up for a challenge?**



An **8+1** days **self-paced challenge** by investing **just 5-10 minutes per day** (viewing + **quizzes** + reflection time).

[Register in EU Learn! More](#)



# Communication on green actions

- **New webpage** on "Greening the European Commission" under the New HR Strategy webpages on Europa
- **Interinstitutional EMAS Days 2022:** Staff from all EMAS-registered EU institutions and agencies
- Collaborating with the **UN Sustainability Group** – *UN Greening the Blue*
- Setting up a "greener" **EU Open Day 2022** and hosting the European Green Deal Village.

**GREENING THE COMMISSION**  
HOW CAN WE REACH CORPORATE CLIMATE NEUTRALITY BY 2030?  
4 April 2022

**EMAS**  
EUROPEAN ENVIRONMENTAL MANAGEMENT SYSTEM

**1→4 February 2022**  
**Interinstitutional EMAS Days 2022**  
Online sessions for all EU Institutions' staff

Let's get more sustainable together!

**Green Deal**  
Systematic use of green public procurement  
Green space projects to support local ecosystems and biodiversity  
Sustainable food  
Reducing environmental impact of catering via silver circuits and use of food labels in canteens

**Engagement**  
Staff participation  
Commission pledge under the Climate Pact  
Encouraging personal pledges via 'Count Us In' platform  
Implementing New European Bauhaus objectives: sustainability, aesthetics, inclusion  
Communication campaigns on green challenges

**Carbon removals**  
Upcoming Commission proposal on carbon removal certification  
Start procuring certificates in 2030 to ensure efficient carbon removals from the atmosphere

**EUROPE DAY OPEN DOORS 2022**  
07 MAY 10:00-18:00 | Berlaymont

**GREEN DEAL village**  
Make It Green

#EuropeDay #EUOpenDay #EUGreenDeal

European Commission



# EC Climate Fresk Facilitators' Training Program 2023/2024



Luisa Marconi, *EMAS Correspondent in DG RTD*  
& *Coordinator of the Climate Fresk EC Facilitators' Training Program*



## *Timeframe of the next steps (Oct 2023- Jan2024):*

### *A- Training of the “core team” of 15 internal CF facilitators*

- **Phase 1: Intro Workshop** (3,5 hours) – 10/10, 9:00-12:30 at PLB3 5.64
- **Phase 2: Full day training** (7 hours) – 14/11, 9:00-17:00 at PLB3 5.64
- **Phase 3: Demonstration workshops with new coaches acting as facilitators** (4-5 workshops, 3,5 hours) – *Late November 2023– early January 2024*

Moreover, you will become part of the **CF internal facilitator's pool** and be expected to facilitate at least two Climate Fresk Workshops until the end of 2024



## *Timeframe of the next steps (Jan2023 – Mar2024):*

### *B- Certification of 1 CF trainer*

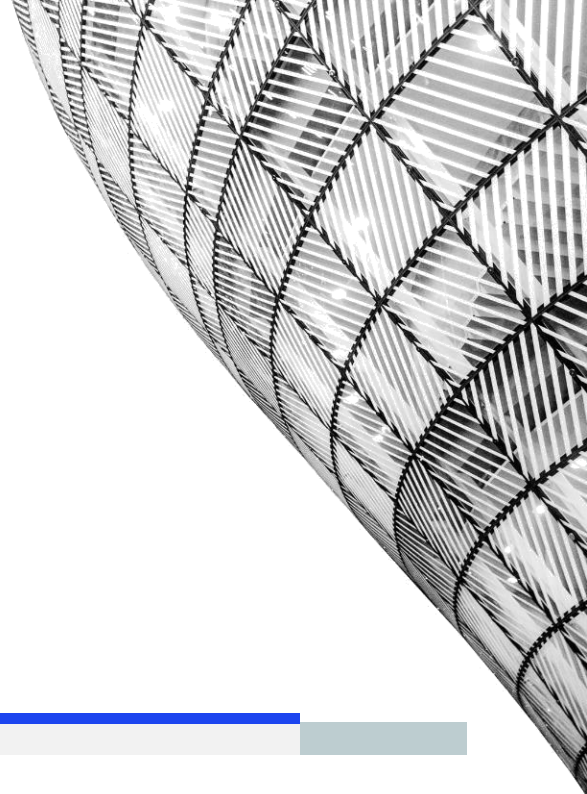
- **One** of the 15 new facilitators will have the possibility to be certified as **Climate Fresk trainer**: will be able to train other colleagues as CF facilitators
- **Certification in two steps:**
  - Observation as facilitator of a CF workshop
  - Observation as trainer of the next group of EC facilitators
- **High facilitation skills are required**



**Q&A session !**

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# Beyond green networks at GSC



**Council of the European Union**  
General Secretariat

Directorate-General Organisational Development and Services



# 1. Climate fresk @ GSC



## A Giant Climate Fresk for GSC staff

- **3-hours Workshop** on the causes and consequences of Climate Change
- **Highly visible event** in the Atrium of our main building
- **100 participants**
- **Sponsors:** 2 Directors General, present the day of the event + Directors + HoUs
- Intense **communication campaign**, including video of the 2 Sponsors
- Facilitators: Climate Fresk professional in tandem with recently trained GSC staff



# 1. Climate fresk @ GSC

## A Growing Community of « Fresqueurs »

- **Trained GSC Facilitators** now training staff in dedicated Workshops
- Inclusion of the Climate Fresk in **team buildings, away day, events**
- Objective to facilitate the workshop for **Senior Management**
- Reflection on facilitation for **MS Delegates**
- Challenge: sustained motivation in time

Development of an Inter-institutional Community?

Inter-institutional trainings?



## 2. Energy management in time of crisis and climate change

### *Genesis*

- Improve management understanding of environmental challenges in our buildings
- + energy crisis context

### *Training specific features*

- discover the building « behind the curtains »
- boiler room / solar panels/ cogeneration
- comfortable shoes, jacket, helmet and headset



### *Results*

- New target groupe interested (SC, CSST)
- Longer term: Building renovation



# 28→30 November 2023

## Interinstitutional EMAS Days 2023

Online sessions for all EU Institutions' staff



# Beyond green networks: how to strengthen staff engagement towards the further greening of EU Institutions

## EU lux repair café initiative

Ruxandra Florea - EIB

Céline Delayer – ECA

28 November 2023

# Goals of this initiative, introduced by the Econet



# Who is participating?



4 institutions  
~ 10 000 officials

24 volunteers: repairers or  
supporting the organisation

# Time line

**June 2022**

First presentation  
and ideas

**November 2022**

First repair café  
@ECA

**Novembre 2023**

Third repair café  
@EC

27 items repaired

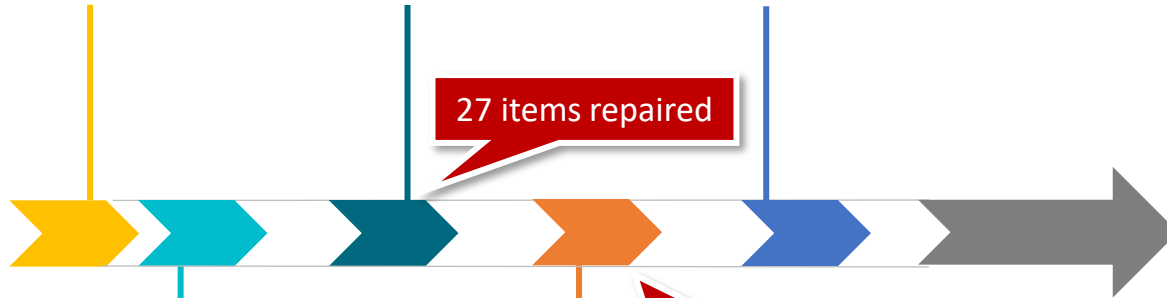
23 items repaired

**Septembre 2022**

First gathering of  
volunteers

**April 2023**

Second repair café  
@EIB



# How did we set our volunteer group and the engagement?



**Preparation:**  
support from  
the local  
repair café  
association



**Recruitment  
campaign** for  
the  
volunteers  
and before  
each repair



**Collaborative  
tool** : teams  
channels, EU  
Survey



**Communication:**  
different in each  
institutions



Challenges: Safety, Security and Data Protection






# What are the task of the volunteers?

## Organisation

- 1 Lessons learned
- 2 Help with the organisation

## During the repair café

- 1 Reparations  

- 2 Welcome desk  

- 3 Ambassadors  




# Staff and Stakeholder engagement

EMAS Days 2023

28 November 2023

James Wood  
European Chemicals Agency



Yard 2022 Court 2021 Annex 2020 ECHA 2020

Knot 2023

# Development of the area

Visualization is indicative, not final.



# Staff Engagement - 2018

## HOTELS

- 1 Clarion Hotel opening 10 / 2016
- 2 Radisson Blu Seaside
- 3 GLO Hotel Art
- 4 Solo Sokos Hotel Aleksanteri
- 5 Original Sokos Hotel Albert
- 6 Hotel Indigo Helsinki - Boulevard
- 7 Hotelli Anna
- Other Hotels

## PUBLIC PARKING

- P1 Telakkaranta Parking Facility
- P2 Hietalahden Pysäköinti
- P3 Eiranranta Parking
- P4 Hietalahti Market Square

## CAFES & RESTAURANTS



## TRAMS & BUSES



Tram stops in 2019 according to HSL (Ratoliikenteen linjastosuunnitelma 20.1.2015)

## RAILWAY STATION AND AIRPORT

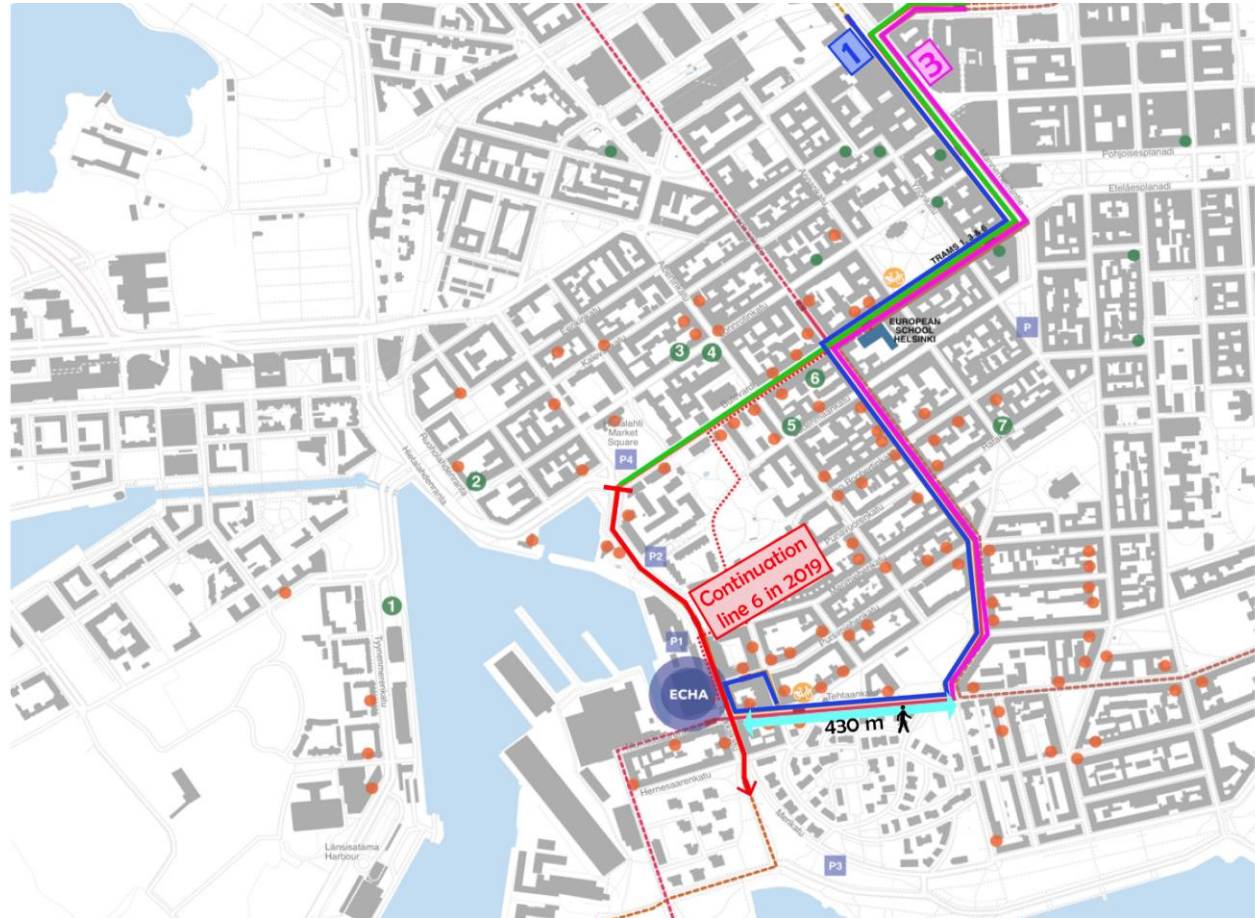
Distance to railway station is 1,9 km by foot or approximately 17 minutes by tram.  
Train to the airport takes 27 minutes.

## EUROPEAN SCHOOL HELSINKI

Distance to European School is 1km and it takes approximately 15 minutes by foot.

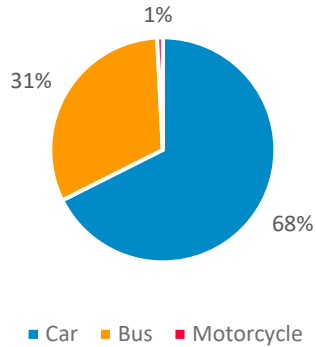
## CITY BIKES

- 🚲 9 minute ride to Railway Station
- 🚲 6 minute ride to European School

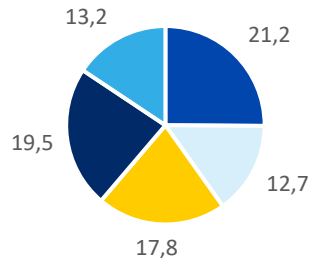


# Staff Engagement - Commuter Survey 2022

% of CO2e emissions



Average daily trip (km) per ECHA staff



30 ■ Car ■ Bus ■ Motorcycle ■ Electric car ■ Tram/metro



# Stakeholder Engagement:

## City of Helsinki presentation to ECHA staff of their development plans

### Helsinki – A Sustainable City

European Chemicals Agency  
6 June 2022

Laura Walin  
Head of Unit  
Environmental Protection

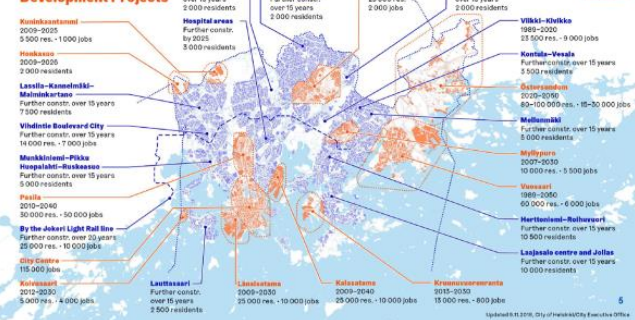


### Helsinki wants to be carbon-neutral by 2030

The ambitious Carbon-neutral Helsinki 2030 Action Plan seeks to reduce emissions quickly.



### Neighbourhood Development Projects



Updated 11.2018. City of Helsinki/City Executive Office

### Sustainable traffic

- Increasing the use of public transport
  - Hämeneitie redevelopment
  - Jokeri Light Rail
  - Crown Bridges Light Rail
- Promotion of cycling
  - Cycling action plan
  - Annual investment in cycling 19.5M€
  - Kaisantunneli cycling tunnel
- Supporting transition to electric cars
  - Charging infrastructure
  - Support to housing companies
  - Reduced parking fees for low emission vehicles



Photo: Jussi Heikkilä



### Helsinki's unspoilt nature is our pride

Helsinki's sea areas and archipelago are easily accessible to everyone. Every resident of Helsinki lives less than 10 kilometres from the coast of the Baltic Sea.

We build compact communities so we can preserve valuable nature areas. Every neighbourhood has a green space or nearby forest to enjoy.

We make sure that all schoolchildren become familiar with Helsinki's natural wonders, as we think of our entire city as a learning environment.



### Maintaining urban nature

- Increased demand for green neighbourhoods
- Increased erosion in urban nature needs to be managed
- Biodiversity Action Plan 2021-2028 to increase biodiversity in urban environments
- Nature Conservation Programme 2015-2024
  - 47 new areas
  - 650 hectares protected



Photo: Jan Salonen



# Stakeholder Engagement:

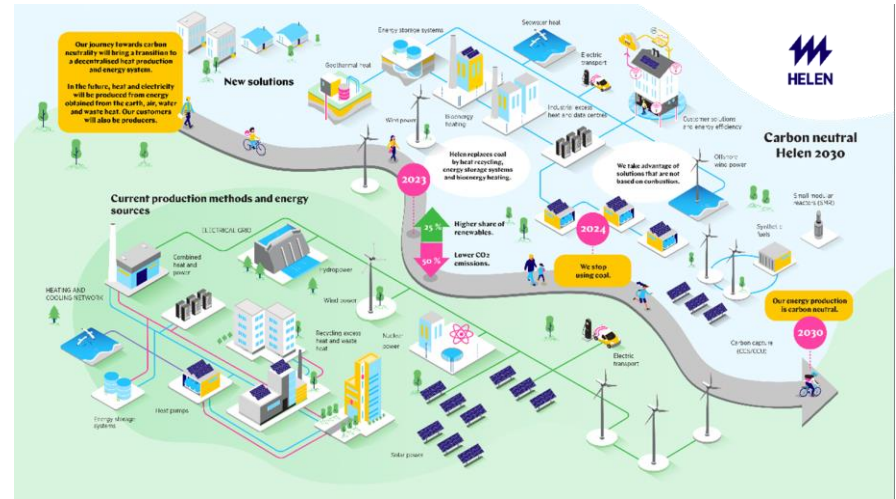
Helsinki Energy (HELEN) presentation to ECHA of their carbon neutrality pathway and transition clean energy

## Meeting the energy challenges of today and tomorrow

Sanna Jokila  
Public Affairs Manager



22.11.2023





# Staff engagement

Some important words

- Relatable
- Local
- Visible
- Interesting
- Fun! 😊😊😊😊😊😊😊😊

# Thank you

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European Chemicals Agency



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[@EUECHA](https://www.facebook.com/EUECHA)



[EUchemicals](https://www.youtube.com/EUchemicals)

# Part 2

Participatory workshop style brainstorming session on the main “common interest” questions (1 h) - Moderators: EC

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**What could be the motivation factors/leverage for colleagues to further “green” their lifestyle?**

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# Breakout sessions

**Can you share your institution's most successful / innovative communication initiative on?**

- Sustainable commuting and greener professional travel (3 break-out rooms)
- Energy efficiency (at home) & Waste reduction and sorting (3-break out rooms)
- Holistic approach: Climate awareness issues in general (4 break-out rooms)

# Sli.do rooms

1. Transport
2. Energy & waste
3. General approach

***Can you share your institution's most successful / innovative communication initiative on?***

- *Sustainable commuting and greener professional travel (3 break-out rooms)*
- *Energy efficiency (at home) & Waste reduction and sorting (3-break out rooms)*
- *Holistic approach: Climate awareness issues in general (4 break-out rooms)*

## **WRAP UP BREAKOUT SESSIONS**

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**How has your Institution succeeded in engaging senior/middle managers as role models?**

① Start presenting to display the poll results on this slide.

# Breakout sessions

Can you share your institution's most successful / innovative initiative to involve management in its "greening" process?

- Middle managers/team leaders (3 break-out rooms)
- Senior managers (Directors and Directors General) (4 break-out rooms)
- Political Representatives (e.g. Cabinet/Commissioners, MEPs) (3 break-out rooms)

# Sli.do rooms

1. Middle Mngmt / Green volunteering
2. Senior Mngmt / Common projects
3. Political representatives / Teaming up

## Breakout sessions

**Can you share your institution's most successful / innovative initiative to involve in its "greening" process?**

- Green volunteering initiatives (3 break-out rooms)
- Common projects with local authorities/associations/stakeholders and EU members states' representatives (3 break-out rooms)
- Teaming-up with other EU Institutions/International Organisations & EU Elections (4 break-out rooms)

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## **WRAP UP BREAKOUT SESSIONS**

slido



**Choose a word to describe the overall feeling/state of mind you are leaving the workshop with?**

① Start presenting to display the poll results on this slide.

# Thank you!



*Let's get more sustainable together!*