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FOR ENVIRONMENT AND SUSTAINABILITY PROFESSIONALS

March 2020
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PLUS

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WEB EXCLUSIVE: A deep-dive into the new anti-pollution measures in India

IEMA is the professional body for everyone working in environment and sustainability. We provide resources and tools, research and knowledge sharing along with high quality formal training and qualifications to meet the real-world needs of our members. We believe that together we're positively changing attitudes to sustainability as a progressive force for good. Together we're transforming the world to sustainability.

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TOBY ROBINS, INTERIM CEO OF IEMA

Raising our voice

Exciting times ahead for IEMA, as Sarah Mukherjee, formerly an award-winning environmental journalist for the BBC and currently chief executive of the Crop Protection Association, will be taking over as CEO in June, bringing communication skills and access to channels that have never previously been open to IEMA. As if the year wasn't set to be impactful enough, what with the Environment Bill, COP26, and the task of delivering on climate and environmental emergency declarations, Sarah can give us the profile to amplify our voice and ensure it is acted upon in the halls of power. I am very much looking forward to working with Sarah when she takes over in June.

As I write this column, there is strong evidence of the growing value we are delivering to our members and partners, and the great year that lies ahead. IEMA Impact Assessment Network steering group member David Hoare's webinar 'Environmental Impact Assessment: Back to Basics' set a new record, with more than 700 people attending. We welcomed HMRC, Scania, Interserve, One Peterson, the Royal Zoological Society of Scotland and the Liverpool NHS Trust as new partner organisations. Internationally, there is evidence that our work to raise our profile in Scandinavia is starting to put down roots, with policy lead Marc Jourdan invited to present on 'Circular Economy and Sustainable Procurement' by the Research Institutes of Sweden. When it comes to our training courses, 32% are now delivered abroad – and this proportion is growing. Furthermore, regional member engagement activity in the UK continues to build; the Solent region is leading the way into 2020, with four events in January alone. My appreciation and thanks go out to the team at Head Office for their hard work making this happen.

Going forward, the agenda remains full – you will have seen that we have now launched our Sustainability Impact Awards 2020 and we look forward to the same phenomenal industry response that we saw last year. In addition, watch this space for the announcement of an IEMA Members' Conference, planned for June – full information coming soon!

I want to close by echoing Jamie Agombar, executive director at Students Organising for Sustainability, whose article on p9 deals with the fact that the UK environmental sustainability sector has a racial diversity problem, with organisations not being representative of the communities they serve. This is an issue we have to face, and it will be an active part of the agenda for IEMA in the year ahead.

"There is strong evidence of the growing value we are delivering to our members and partners"



ROUNDUP

ENVIRONMENT &
SUSTAINABILITY
NEWS AND VIEWS

ECONOMY

UN report reveals growing inequality

The UN's Sustainable Development Goals (SDGs) will remain a pipe dream in 2030 unless the widening gap between the richest and poorest in society is reversed. That is according to the UN's recent World Social Report 2020, *Inequality in a Rapidly Changing World*, which reveals that inequality is growing for 70% of the global population, even in most developed countries.

Climate change is one of four key "megatrends" exacerbating disparities and divisions worldwide, along with technological innovation, migration and urbanisation. However, the researchers said this is "far from inevitable", with the transition to a low-carbon economy, for example, potentially resulting in net employment gains.

The technological revolution also has the potential to create winners and losers, with some seeing their job opportunities increase while others are replaced by automation.

UN secretary general António Guterres said that these trends must be harnessed to create "a more equitable and sustainable world", and that failure to do so will divide us further. "Income disparities and a lack of opportunities are creating a vicious cycle of inequality, frustration and discontent across generations," he continued.

"Unless progress accelerates, the core promise of the 2030 Agenda for Sustainable Development – to leave no one behind – will remain a still distant goal by 2030."

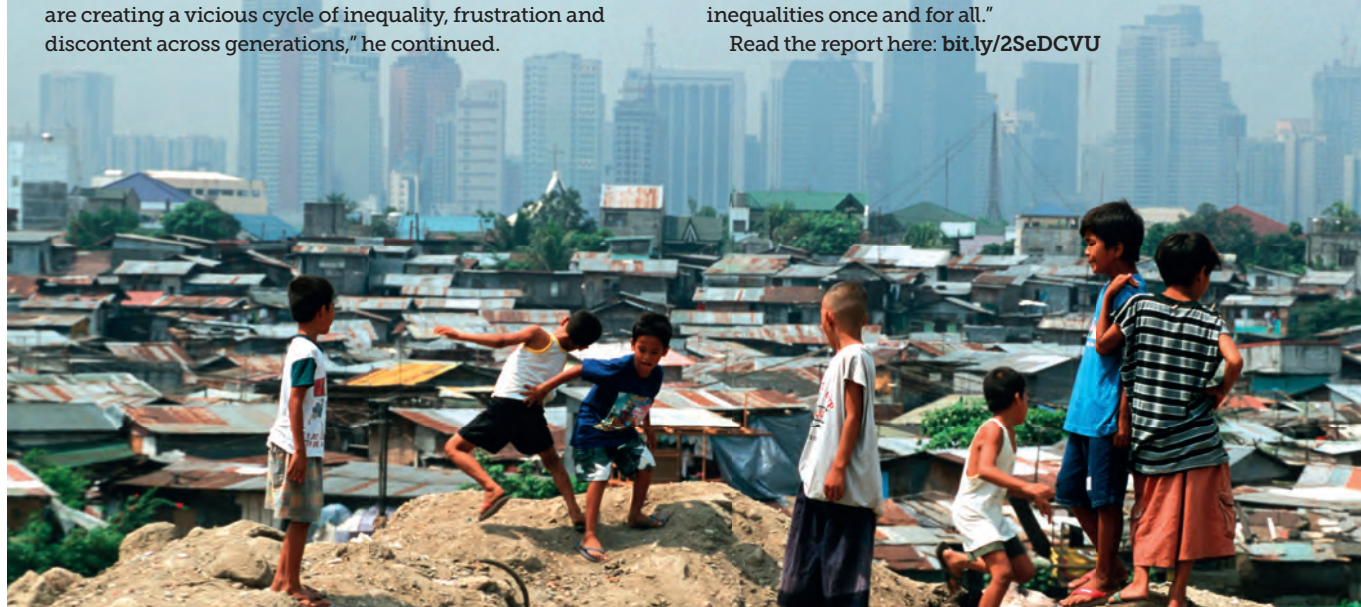
The report reveals that the richest 1% of the population increased their share of income between 1990 and 2015, while the bottom 40% earned less than a quarter of all income. There also remain "stark differences" between the richest and poorest countries, with the average income in North America 16 times higher than it is in Sub-Saharan Africa.

Universal access to education, further unemployment and disability benefits, and legislation that tackles prejudice while promoting the participation of disadvantaged groups are recommended strategies. However, while action at a national level is crucial, the report declares that "concerted, coordinated and multilateral action" is needed to tackle the major challenges driving inequality.

Guterres outlined his priorities for a "decade of action" and called on all stakeholders to provide their recommendations on how to best deliver the SDGs in time. "The World Social Report 2020 frames the debate on how to curb inequality in these turbulent times. Together, we must challenge the status quo and take action to tackle deep-seated, as well as emerging, inequalities once and for all."

Read the report here: bit.ly/2SeDCVU

IMAGES: GETTY



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NICK BLYTH

IEMA policy lead

Rising to the net-zero challenge

We are all looking for practical ways to respond to the climate emergency. IEMA is frequently asked "How do I make a start, and what tools and guidance can I use?" and "How can I shift my organisation to real transformative change?". Two recent initiatives are helping.

IEMA's Climate Change and Energy Network has launched a Climate Action Toolbox (bit.ly/2S4xTSo). Compiled by professionals and comprising more than 50 entries, the aim is to signpost members to tools and guidance based on professional experience. Members can now use the toolbox, and we welcome feedback.

In January, we helped launch 'Pledge to Net-Zero', supporting our sector to lead on delivering the transition to a net-zero carbon economy. The initiative is led by the Society for the Environment, IEMA, the Association for Consultancy and Engineering, AECOM, the Environmental Industries Commission and WSP. Signatories commit to tackle emissions within their organisations, and to publicly report on their progress against this target each year. IEMA hosted the launch webinar, which provided information, advice and guidance. For our Guide to Pledging, go to bit.ly/2Ovk8KD. More than 30 organisations have now made the pledge at www.pledgetonetzero.org

Internationally, IEMA continues to influence developments. In November, I was delighted to be confirmed as chair of ISO's Climate Change Coordination Task Force, working to finalise guidance on addressing climate change in ISO standards.

As we build to COP26, IEMA and our Climate Change and Energy Network are planning a range of webinars and events. Any member can contribute to the quarterly network newsletters. Contact clare.topping@gmail.com or t.farmer@iema.net

DEVELOPMENT

Biodiversity net gain principles to be revised

This year marks an important year for biodiversity net gain (BNG). Several projects are being developed that will help to embed BNG as a credible approach to addressing the biodiversity losses that can occur during the development process.

Starting with the theory and practice of BNG, we will see a review of IEMA, the Construction Industry Research and Information Association (CIRIA) and the Chartered Institute of Ecology and Environmental Management's (CIEEM) joint document *Biodiversity Net Gain: Good Practice Principles for Development*. This was pioneering when it was first published in 2016, and all three organisations have committed to review it as practice evolves, to ensure it withstands the test of time.

We have been working on this review since late last year, consulting members through a webinar, survey and workshop. We are now updating the text and will be publishing a revision in the next few months.

Last year IEMA, CIRIA and CIEEM released a practical guide to BNG, and the past year has also seen the

development of a new BSI standard for BNG. Standards provide clarity on what is required for good practice to be demonstrated and audited against. IEMA is represented on the project committee and, along with others, has been ensuring that the standard reflects the principles and guidance.

The final part of the jigsaw is the UK government's Environment Bill, which is expected to be enacted around the end of the year. The Bill is wide ranging and affects a huge depth and breadth of environmental legislation and management. One component is a requirement for all new developments in England under the Town and Country Planning Act to achieve BNG.

Although limited in scope, the BNG provisions in the Bill are detailed and comprehensive. We believe the Bill is reasonably well aligned with the principles, good practice guidance and the emerging British standard. Nevertheless, where the Bill falls short, IEMA will be pushing for amendments to ensure that BNG achieves its stated purpose of leaving the environment in a better place following development.

What came up during the revision of the principles?

As part of the review process for the BNG principles, IEMA, CIEEM and CIRIA members were asked questions relating to possible changes to the principles. The changes consulted on did not seek to change the fundamental building blocks of BNG. They included clarification of the language used to describe how to step through the mitigation hierarchy, or address risks. We also made decisions on how much to include England-specific examples, or to name current approaches that may become outdated. Thanks to everyone who has contributed, we look forward to publishing the revised principles in the next few months.



CIRCULAR ECONOMY

IEMA responds to Scotland's circular economy strategy

Since publishing *Making Things Last: A Circular Economy Strategy for Scotland* in 2016, Scotland has shown a commitment to a circular economy via measures tackling single-use carrier bags and proposals for a drinks container deposit return scheme. In November, the Scottish government revealed proposals for a circular economy bill, inviting views via public consultation.

IEMA submitted a response, which can be found at bit.ly/381Pikk. Overall, IEMA welcomed the proposals, but felt that the restricted focus on sustainable waste management would not enable a complete transformation to the circular economy.

Resource efficiency is key to making the most of resources while minimising waste. Following the introduction of the Environment Bill, the UK government made it clear that resource efficiency puts sustainability at the heart of the economic model (Part 3, sections 47 to 48). It provides power for the relevant national authority to make regulations about the provision of resource efficiency information and resource efficiency requirements (Schedules 7 and 8). These provisions could shift the focus from consumers to producers. The proposals for a Scottish Circular Economy Bill are silent on resource efficiency, so any secondary legislation should integrate these perspectives.

Some other recommendations set out in our response are:

- We would call on any future proposal for circular economy legislation to embed product standards that incentivise resource efficiency in product design.
- Resource utilisation could be set against economic indicators, showcasing the business case for minimising resource use while promoting productivity.
- To support a UK-aligned extended

producer responsibility (EPR) scheme on packaging, it is important for the Scottish government to be inscribed into proposals for a Scottish Circular Economy Bill. Once inscribed into legislation, the EPR scheme and any fiscal measure such as a plastic tax should stimulate the circular economy.

- A UK plastics tax could help incentivise recycled content in new goods. Funds raised should directly support infrastructure investments needed to promote recycling and reprocessing.
- To avoid the risk of applying a double charge to the same items, the Scottish government should carry out further impact assessments. The proposal currently recommends the introduction of charging on items such as plastic straws. IEMA has advised the government to assess which charging option it should implement, as single-use disposable beverage cups could equally be caught by an EPR scheme, a deposit return scheme or a plastic tax.
- The Scottish government should clarify the timeline for implementation of the bill and how it interacts with the timeline for implementation of the EU single-use plastics directive, Scottish deposit return scheme legislation and UK-aligned EPR schemes.

The IEMA Circular Economy network steering group will continue to engage with members as the Scottish government develops its proposed Circular Economy Bill. Updates on the next consultation will be released in due course. For further updates on IEMA's circular economy activity, email cenetwork@iema.net

Find IEMA's consultation responses to the Resources and Waste Strategy at bit.ly/2vaYbJI

Read about IEMA's engagement on the UK Environment Bill at bit.ly/3bdlGCx

TERMINOLOGY

Clarifying 'net-zero'

Following workshops and a survey in November, IEMA's Climate Change steering group has been considering the landscape around terms such as 'net-zero'. Confusion arises when the term is used synonymously with 'carbon neutral'. Is it, or can it be, the same? Where do other concepts such as 'climate positive' or 'carbon negative' fit in?

Carbon neutrality can be sought either now or in the very short term, using standards such as *BSI PAS 2060 Carbon Neutrality*. In this approach, reductions are required and offsetting is used on residual emissions. Neutrality is therefore an immediate or early commitment that can kick a strategic medium-term (science-based) approach towards net-zero or, if possible, zero-carbon. The idea of long-term is removed. IEMA itself has adopted this approach, committing to the UNFCCC Climate Neutral Now while also committing to further transition to drive out our emissions.

In responding to the climate emergency, all tools and approaches have a role to play. However, feedback from professionals has indicated that a distinction between net-zero and carbon neutrality will be helpful and will be included within IEMA's revised GHG Management Hierarchy when it is published this year. Internationally, the language and terminology is even more extensive, with climate positive approaches developing in Sweden from companies such as GodEl and Max Burgers. Large corporates are also pioneering new and sometimes diverse approaches (for example Microsoft's pledge to be carbon negative by 2030). Work is now starting on a new ISO standard on carbon neutrality, which can help provide clarity on the terms involved and ultimately increase climate action across businesses and organisations globally.

Further and faster

Our profession needs to get its act together on racial diversity, says **Jamie Agombar** – which is why IEMA has co-published a statement of intent on how it plans to tackle the issue

The UK sustainability sector has a racial diversity problem. A 2017 report by think tank the Policy Exchange, using ONS data, ranked 'environmental professionals' as the second least diverse profession in the UK (after farming), with just 3.1% of staff working in the sector being from minority race groups, compared to 19.9% of the general UK workforce.

IEMA and NUS collaborated in 2018 on our own research into this issue. We gathered diversity data from five major environmental charities and several government departments and agencies working in the sector. We found that representation of ethnic minority staff members varied from 1.81% at Natural England to 16% at Defra, and between 5.8% and 16.6% in sustainability charities. Two environmental consultancies also participated, reporting that about 10% of their employees were from an ethnic minority.

Our research also traced the issue into education using Higher Education Statistics Agency data; we found that only 9% of UK university students studying feeder subjects to environmental professions identified as being from non-white minorities, compared to 22% of UK students in higher education overall.

We launched the findings at a roundtable in the House of Lords in November 2018, hosted by Baroness Lola Young. The roundtable was made up of diversity representatives from sustainability charities, professional bodies and government agencies, as well as sector leaders and influencers. The discussions helped us to identify some of the root causes of the problem. These include the historic colonial approaches

of nature conservationists, the link between race and class – with many minority communities living in urban areas – and cultural perceptions that sustainability is a vocation, rather than a profession. Although these issues are significant, there was optimism that things can be changed if we work together.

We have spent the past year reaching out, and it is great to report some progress, with two of the big charities developing diversity strategies, new roles created to lead on the issue, events such as Mya-Rose Craig's Black to Nature conference, and joined-up working on sector-wide diversity funding bids.

This issue needs to remain a priority – as we go into what might be our last stand for the natural world, it is inconceivable that we might do so without 14% of the UK's population.

For that reason, IEMA and Students Organising for Sustainability have decided to make a public commitment to further high-level joint work in this field. On 5 February 2020 we published a Further and Faster Agreement, our statement of intent for areas

of collaboration. Through the statement we have committed to reconvening sector individuals and organisations in early 2020 and developing a sector-wide statement of intent, updating the evidence base through follow-up research, and striving to secure major funding for an action-based programme to tackle the root causes of the issue. If you can help us, please get in touch. 

To read the Further and Faster Agreement, go to bit.ly/2UADSQR

JAMIE AGOMBAR is executive director at Students Organising for Sustainability

"As we go into what might be our last stand for the natural world, it is inconceivable that we might do so without 14% of the UK's population"



NEW REGULATIONS

THE LATEST

■ **LEGISLATION**
■ **GUIDANCE**
■ **CONSULTATION**
**31 JANUARY 2020**

Climate change

The Greenhouse Gas Emissions Trading Scheme (Amendment) Regulations 2020 make numerous technical amendments to the Greenhouse Gas Emissions Trading Scheme Regulations 2012.

cedr.ec/6m4
**16 JANUARY 2020**

Waste

The Waste Regulations (Northern Ireland) 2019 make amendments to various waste regulations in Northern Ireland. They implement amendments made to Directive 2008/98/EC, on waste, to replace references to the Waste Management Strategy with Waste Management Plan.

cedr.ec/6lx
**23 JANUARY 2020**

General environment

The European Union (Withdrawal Agreement) Act 2020 has now received royal assent and been passed into law. It implements the agreement made between the UK and the EU regarding the arrangements for the withdrawal of the UK from the EU.

cedr.ec/6lt
**11 FEBRUARY 2020**

Biodiversity

The Countryside Stewardship (England) Regulations 2020 opens the countryside stewardship grant scheme for applications. The scheme will provide funding for environmental improvements through activities such as restoring habitats, conservation of habitats, managing flood risks, and pollution reduction.

cedr.ec/6m0
**1 APRIL 2020**

Waste

The Landfill Disposals Tax (Tax Rates) (Wales) (Amendment) Regulations 2020 set the standard rate for landfill disposals tax at £94.15 per tonne for disposals made on or after 1 April 2020. The lower rate will be set to £3 per tonne and the unauthorised disposals rate at £141.20 per tonne.

cedr.ec/6lz
**13 JANUARY 2020**

Waste

The Environment Agency has issued a regulatory position statement (RPS) on 'Collecting non-hazardous, non-food waste from different premises at a single site: RPS 224'. If you comply with this RPS you can collect waste that is produced at different premises within a single identifiable site, and store it within the same site.

cedr.ec/6lv
**13 JANUARY 2020**

Waste

The Environment Agency has issued a regulatory position statement (RPS) on 'Collecting food waste from different premises at a single site: RPS 225'. If you comply with this RPS you can collect, but not treat, food waste produced at different premises within a single identifiable site, and store it within the same site.

cedr.ec/6lu
**PENDING**

Biodiversity

The UN Convention on Biological Diversity has published the zero draft plan of its post-2020 Global Biodiversity Framework. The framework establishes five long-term goals for 2050 that are related to the UN's vision for biodiversity. It is expected to be adopted by governments at a UN summit in Kunming, China, in October this year.

cedr.ec/6lw


135 lorry loads of soil and builders' waste were dumped and treated at a Hernhill farm between 2014 and 2016 – without an environmental permit

INCOURT

WASTE

Woman given custodial sentence for Hernhill waste crime

A Kent woman whose family business ran an illegal waste operation has been given a 30-week custodial sentence.

The woman helped her father and sister run the operation for two years at their farm near Faversham. The Environment Agency prosecuted the family after obtaining evidence that 135 lorry loads of soil and builders' waste were dumped and treated at the farm in Hernhill between 2014 and 2016. The work required an environmental permit, which they did not have. In April 2015, Agency and Kent Police officers raided the farm and found piles of waste soils and rubble, as well as processing machinery.

During the trial at Maidstone Crown Court in March 2019, the court heard from an expert witness that the volume of materials on site had increased by more than 40,000 cubic metres between January 2011 and September 2015 – roughly 53,000 tonnes of material. The jury found the family guilty of breaking environmental law.

A lorry driver and a building supplies firm owner gave statements to the Agency, saying that

the father was their main contact at the farm, despite him saying in interview that he did not encourage firms to drop waste there.

At the hearing, the court heard that the woman, who owned part of the farm, allowed her father to use it to deposit and treat the materials. She was given a 26-week custodial sentence for one count of breaching the Environmental Permitting (England and Wales) Regulations 2010. She received an additional four-week custodial sentence for failing to appear at court for sentencing.

A warrant remains in force for the arrest of her father, who failed to attend court for sentencing in March. In July 2019 the sister was sentenced to six weeks in prison, suspended for two years. She was also given 28 days in jail for breaching the terms of her bail by not attending court in March, but walked free from court having already served more than half of this amount.

Each family member was convicted of breaching the Environmental Permitting (England and Wales) Regulations 2010.



OTHER NEWS

Taskforce to tackle organised waste crime

A new unit, the Joint Unit for Waste Crime (JUWC), will bring together law enforcement agencies, environmental regulators HMRC and the National Crime Agency to tackle serious and organised waste crime, such as dumping hazardous materials on private land, false labelling and financial fraud.

In 2018 alone, waste crime cost the UK economy at least £600m, and the Home Office found that perpetrators are often involved in other criminal activities, such as large scale fraud and modern slavery.

The governmental press release states that the new unit will conduct site inspections, make arrests and prosecutions and push for heavy fines and prison sentences. JUWC will be able to share intelligence between agencies quickly and easily so that it can take swift action when investigating criminal waste operations and other related illegal activities, such as money laundering and human trafficking.

The new unit will improve the Environment Agency's existing efforts to tackle waste crime. Last year, the Agency's waste team stopped illegal activities at 912 sites, up 12% from the previous year, and as a result of the prosecutions, businesses and individuals together were fined almost £2.8m for environmental offences in 2018.

The JUWC is one of a number of initiatives in the government's Resources and Waste Strategy, which heavily focuses on waste crime and improving the waste industry's performance.



IN COURT

Companies appeal decision on materials to landfill tax

Two waste management companies, Devon Waste Management Ltd and Biffa Waste Services Ltd, appealed against First-tier Tribunal decisions upholding HMRC's assessments of certain waste material to landfill tax.

Legislative changes were made to the landfill tax regime from September 2009, meaning certain activities that were not previously caught were treated as taxable disposals under the Finance Act 1996.

The issue was whether certain waste, which performed a function, was subject to landfill tax. In the first appeal, the material was 'fluff' – waste used as a buffer against leaks. In the second, the material was 'EVP',

a layer of non-compacted waste laid on top of landfill. The appellants argued that, under previous case law, the use of materials for regulatory compliance purposes was inconsistent with intention to discard, meaning it was not taxable under the 1996 Act. The tribunal held that its use did not negate an intention to discard it, so it fell within the Act.

At this appeal it was considered that HMRC had argued that previous case law was decided on the basis of the Act. The Act provided that material deposited on the land, with a view to it later being covered with earth, was treated as being disposed of at time of deposit, not at time

of covering. That provision was concerned with the time at which a landfill disposal took place and had nothing to do with the question with which the previous case law was concerned: whether the material was disposed of "as waste".

The relevant question was whether, at time of disposing of the material, the operator intended to discard it. Previous case law decided that if a site operator disposed of material, but intended to and did make use of it for his own purposes, including regulatory compliance, then they did not make the disposal with the intention of discarding the material. The appeal was allowed.

We are living in an era characterised by public distrust in governments and big business, with many still harbouring resentment towards those responsible for the 2008 financial crash. At the same time, expectations around the role that our leaders and corporations play in society have evolved amid growing environmental, social and geopolitical challenges.

Businesses are responding to public pressure with various social responsibility initiatives, but there is scepticism around their motivations and whether they will deliver real change. Dr Mary Martin, senior research fellow at the London School of Economics (LSE), believes a new approach is needed to put local communities at the heart of sustainable development.

Time to talk

Part of the problem with the current approach is that businesses often fail to appreciate the important role they play in the areas they operate in, often providing stability in times of dramatic upheaval. "Politicians come and go in as little as three years, but companies tend to be there for much longer," Dr Martin says. "They are invested in physical assets and

are loath to abandon them, even when times are tough."

Another advantage that large companies have over other actors is their ability to see problems at local, national and international levels. They are on the frontline and have a unique ability to connect the dots between the challenges facing local people and those being talked about in corporate boardrooms. "I see them as transmission vehicles for all different aspects of sustainable development," Dr Martin explains. "The challenge is to help companies make the most of their capacity, as some find it difficult to engage with local communities on a lasting and sustainable basis."

Through her work at LSE's foreign policy think-tank LSE IDEAS, in collaboration with UN agencies, she has helped develop a new guidance framework for companies, local governments and communities to facilitate dialogue. It enables businesses to identify the opportunities of working with others, and the risks of failing to do so, which many still struggle to recognise. "This is about finding the common ground

Corporations & community

Mary Martin tells Chris Seekings why a new approach to corporate social responsibility is needed to put local communities at the heart of decision-making





and a set of goals that are mutually beneficial for everyone – it is very much dialogue-based.”

A new partnership

The LSE's framework of Human Security Business Partnership (HSBP) aims to diffuse confrontational relationships between stakeholders. It starts with one actor proposing an issue, such as an environmental problem, new investment or infrastructure spending. They will set up one of these partnerships and the key people affected will meet to discuss what outcomes they want to see, and a shared vision will be agreed. “An independent facilitator will help with the process, the UN has taken on this role, but it could be a university or an NGO,” Dr Martin says. “The framework sets out how you would measure progress, how to deal with a complaint, how to ensure continued dialogue and other related issues.”

This builds on the work of similar multi-stakeholder partnerships, but is unique in how context-driven it is, and how it attempts to find the middle ground between corporate philanthropy and profit. “We found that environmental standards and human rights are just seen as compliance by some businesses, while others believe in providing goods for communities. This partnership tries to enhance and respect interests in an equitable way so the merits of working together are obvious, which has never been done before.”

Whole-of-society approach

The idea of creating private sector partnerships with local communities and

🔗 The LSE's work on Human Security Business Partnerships has a particular focus on conflict zones, such as Syria

“Politicians come and go in as little as three years, but companies tend to be there for much longer”

governments was born out of work by the LSE for the European Commission looking at how to deliver some of the UN's Sustainable Development Goals (SDGs). It led to a concept known as the ‘whole-of-society approach’. “This is about integrating all different actors in a holistic, intelligent way that is grounded in society so that solutions are seen as credible and are likely to last.” However, Dr Martin is under no illusions about how hard it can be to create partnerships between diverse actors with very different perspectives.

A HSBP partnership is currently under way in Colombia, where the building of a hydroelectric dam has allegedly caused huge environmental problems. “The local community has no trust for the company

👍 Some argue that the 2008 financial crash might not have happened if companies had been more interested in local communities



undertaking that project at all – there is open hostility,” she says. “There is often an active history of confrontation and distrust.” Work is also under way to create partnerships with companies in Liberia, Turkey and the Balkans, working in mining and agricultural sectors. “I am not pretending that this is an easy process, but these partnerships provide a set of informal, voluntary rules that actors commit to, and a process that identifies everyone who could be affected.”

They can also help businesses prioritise the SDGs according to their impact at a local level. “I think they see this dizzying array of different targets and are often very confused about which ones to pick,” Dr Martin explains. “This partnership approach looks at very local challenges and possibilities, and translates those high-level, slightly abstract goals into concrete actions.” Businesses that fail to adhere to agreed goals could lose their license to operate in certain regions, but there could be much greater and more far-reaching repercussions.

Corporates in conflict

One SDG that businesses find especially hard to see any relevance in is goal 16, which is related to peace and justice. ➔

Interview

The LSE's work on these HSBPs has had a particular focus in conflict zones, which are often seen by businesses as having no connection to their operations. "They think of Syria, Iraq or Yemen and say 'we don't work in these areas', but the reality is that part of their supply or value chain certainly does." Dr Martin has just finished writing a book called *Corporate Peace*, which highlights the role that big businesses can play in helping to prevent outbreaks of conflict. "What we see with these interstate or civil wars is that they spread and become internationalised," she says. "They start at an intensely local level but have global and regional effects, with many external actors getting involved."

Military interventions and development aid often fail to offer a clear resolution. There is now a 60% relapse rate within five years after a peace process is agreed, according to the UN, while the average humanitarian crisis lasts more than nine years, compared to five years in 2014. "Single or staggered approaches, such as military intervention or sending judges for technical expertise, I don't think is enough or functional any more."

The parameters of conflict have also become much broader, encompassing humanitarian needs, organised crime, political and ethnic tensions, poor governance and difficulties with rule

"With 19th-century capitalists in Britain there was a kind of corporate philanthropy that we have moved away from, particularly in the 1970s and 1980s"

of law. The human security element of HSBP partnerships is concerned with ensuring people are physically safe in their environments and have access to basic needs such as clean water, food and shelter. Dr Martin says corporate social responsibility can play a leading role in global peace by ensuring local communities have access to these basic needs. "Local problems are the force behind international instability if you think about how problems are exported out through migration, terrorism and organised crime," she says. "This is a key feature of our fragile world, and so the local context in which companies operate is very important."

A global challenge

This disconnect between big business and local communities is an issue that is being felt worldwide. Recent research from Edelman – the world's largest public relations firm – found that the majority of people globally do not trust corporations, government or the media. In addition, more than half of citizens believe that capitalism is doing more harm than good in its current form. This has coincided with various political flashpoints, including Brexit, the election of Donald Trump, the Five Star movement in Italy and the *gilets jaunes* protests in France. "You can't say that human security stops at villages in Africa or parts of Asia, it is universal, and is also about a sense of dignity and being able to make decisions that affect your own life," Dr Martin explains. "These partnerships are a recipe that can be used in the West as much as developing countries."

She believes "hyper-driven capitalism" is responsible for many of society's ills, moving further and further away from local people and failing to recognise that this is not in companies' interests. "It has not always been that way – if you think back, with 19th-century capitalists in Britain there was a kind of corporate philanthropy that we have moved away from, particularly in the 1970s and 1980s." There is an argument that the 2008 financial crash might not have happened if companies had been more interested in local communities, and that the fallout would not have been so great. Corporate social responsibility is taking on a new level of importance, and big companies are realising they need a social purpose.

"I think we are starting to move back more to how things were, and attitudes are changing as businesses see how their actions have wider implications," Dr Martin says. "This has taken on a new urgency with the financial crash and growing environmental concerns. Our partnerships are about re-establishing trust and helping businesses become part of the fabric of society again." 



Dr Martin (left) discusses Human Security Business Partnerships at an LSE IDEAS event

The BUSINESS case

What do businesses want from COP26?
Catherine Early reports back from an event
 investigating this issue

but would need to translate its ambition to be the first to set a net-zero target into clear pathways for individual industries. These pathways should also reflect the interconnectedness of different sectors.

Though the year has just begun, the government, campaign groups and businesses are already gearing up for the UN climate discussions in November – COP26. This is trailed as the most important climate conference since the Paris Agreement was signed in 2015, as countries show whether their actions have lived up to their rhetoric.

With Glasgow playing host, many see COP26 as an opportunity to showcase UK climate change action and innovation. But what do businesses want the conference to deliver? Representatives from several large businesses debated this at an event held by the Aldersgate Group at the end of January.

Sustaining trade

Trade was a strong theme. With the event held a day ahead of the UK's departure from the EU, many were conscious that the UK's future trade deals needed to be in line with its stated ambitions on the environment, and to support businesses in their net-zero transitions.

Martin Casey, director of public affairs Europe at cement manufacturer CEMEX, said: "The challenge is trying to understand how the current direction of travel in terms of trade agreements, and perhaps deregulation of industries, is reconciled with delivering sustainability. This is something we need to hear about from the UK government as we head to Glasgow."

Understanding how the EU Emissions Trading System and the UK carbon trading system will work was also crucial, he added, as was getting article six of the

Paris Agreement right – this covers carbon markets. Governments failed to reach agreement on carbon trading mechanisms at COP25 in Madrid.

David Symons, WSP's UK director of sustainability, said he wanted to see trade policies support the Environment Bill, and built-in commitments to net-zero. The government should also set consumption-based climate targets and cover embodied carbon within trade policies, he suggested.

"We need a policy landscape that enables us to do business competitively, here in the UK and globally"

Stephanie Maier, HSBC's director of responsible investment, said that an effective carbon price would be helpful in terms of allocation of capital. Carbon pricing requires a lot of data and disclosure, she acknowledged, but this would help investors to make better decisions and support companies that are transitioning to net-zero.

The government had an opportunity to show leadership at COP26, she added,

Raising standards

Anna Turrell, Nestlé UK and Ireland's head of sustainability, concurred that environmental governance and standards should be front and centre of government policy. "We need a policy landscape that enables us to do business competitively, here in the UK and globally."

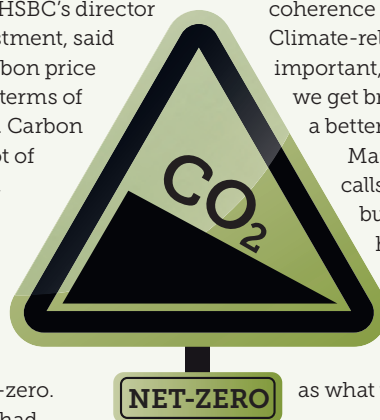
Sarah Handley, Siemens carbon neutral manager, noted that public opinion on climate change had shifted in 2019, and that while COP26 is an opportunity for businesses to show what they can do, they will also be under a lot of scrutiny.

Several panel members spoke about the challenge of proving that their businesses were doing what they said they were doing, highlighting the number of reporting frameworks in existence. Casey said CEMEX was "over-required" to report, and that simpler frameworks were needed. "In the UK alone, we're reporting on six different frameworks. Multiply that around the world," he said.

Turrell said: "There's a need for greater coherence in data. The Task Force for Climate-related Disclosures is incredibly important, and as that starts to scale and we get broader uptake, that will give us a better picture of where we are."

Maier also noted last year's rising calls for action from campaigners, but stressed that the government had an important role in informing the public of the need for individual action. "That is a crucial point – this requires individuals, as well as what they do for work," she said. 🌱

CATHERINE EARLY is a freelance journalist.



Citizens' assembly

Chris Seekings travels to the first UK citizens' assembly on climate change to hear from the people tasked with advising the government on the best path to net-zero

More than 100 members of the public recently gathered in Birmingham for the UK's first citizens' assembly on climate change. Representing a wide spectrum of age groups, genders, ethnicities, regions and attitudes towards climate change, these are the people chosen to advise the government on the best path to net-zero carbon emissions by 2050.

Over four weekends, they will discuss everything from how we eat to energy bills, exploring the best ways to reduce emissions before their recommendations are presented to parliament in April. This builds on the considerable success of similar initiatives across the world, with Ireland's Citizens' Assembly notably having been instrumental in bringing about changes to abortion law in 2018.

"Citizens' assemblies are a really important complement to representative democracy and help strengthen it," explains Sarah Allan, engagement lead

at Involve, which was chosen by parliament to run the assembly. "They make sure that our elected representatives have the best possible information available to them when making decisions, and the choices on how we get to net-zero are going to have a big impact on people's lives."

Transport trouble

With Storm Ciara bringing travel chaos to much of the country, it was fitting to hear the assembly discuss the future of transport in the UK. University professors and a representative from the Committee on Climate Change gave detailed presentations on the source of transport emissions in the UK before offering various pathways to net-zero. Topics ranged from carbon offsetting to restricting air

travel, with the prospect of a frequent-flyer levy proving popular. It is a slick operation, with assembly members put into groups and given 10 minutes between presentations to exchange opinions and devise questions for the speakers.

"The public trusts decisions coming out of a citizens' assembly more than those just taken by governmental departments"



Climate assembly members heard detailed presentations from experts including university professors and charity representatives

"The quality of the questions has been excellent, which tells me that people are understanding the information," Allan says. "Citizens' assemblies allow members to give an informed and considered view about what they think should happen after hearing the best possible evidence and listening to each other's experiences and values."

Although there is a lot of information to digest, including some that is quite technical, the members seem to grasp the subject well, with one speaker telling me that they are "very engaged" and "thinking deeply" about the issues. This is the first time some have even heard about the challenges at hand; carbon capture and storage generates a lot of interest, while the prospect of a moratorium on airport expansion is mooted.

"Experts say we need a path to net-zero, but there are multiple ways to net-zero," Allan says. "Specialists are recommending different things, so getting the public's opinion on which path they prefer is very important."

There is also a representative from a charity and one from a large carmaker, who give alternative presentations on what they believe are the best paths to net-zero, with the former advocating more punitive measures and the latter suggesting technological ones. It is important to remember that the recommendations put forward by the assembly are not legally binding. However, it was commissioned by six parliamentary select committees, whose chairs have all committed to carefully consider the suggestions put forward in April. "The signs are looking good that the select committees are going to use the results for their work," Allan says. "The early research shows that the public trusts decisions coming out of a citizens' assembly more than those just taken by governmental departments. People are reassured when others like them are involved in those decisions. This information is going to be incredibly valuable in showing what the public thinks is the best way forward, and politicians should take it very seriously." 



The people's voice

Three Climate Assembly participants share their experiences



Invitations to the Climate Assembly UK were sent out to 30,000 random households, and more than 1,500 responded to confirm their availability. A computer then whittled this down to produce a representative sample of 110 people. To reflect Ipsos MORI research on attitudes towards the environment, three of the citizens were 'not at all concerned' about climate change, 16 were 'not very concerned', 36 were 'fairly concerned', 54 were 'very concerned', and one was 'unsure'.

Assembly member Ian, from Glasgow, tells me: "When I first got the letter I thought: 'what's this, another piece of junk mail', but we looked into it and it turned out it was real! The assembly has been really interesting. I had picked up on the subject before the whole process started because you read about climate change every day, so there is something going on, and I was very keen. Coming here, it has been really good listening to scientists and professors, and really interesting talking about what we buy, how we travel, how we heat our homes, what we eat and how these things are all linked. I think the way the information has been laid out has been understandable for everybody – they have not made it too complicated. These national citizens' assemblies are really good because they bring people together from all over the country with different ideas and different ways of life, and it is good to get a good mix of people. I would like to think the government would listen to us, since it has committed to it. They might have their own ideas, but this offers a different slant for them to consider and a different way to think about their approach."

Chris, from the Midlands, says: "I knew relatively nothing about climate change. I am a big petrolhead and I wasn't really interested in it, so it is nice to get the information from the professionals, which has been passed on to us well. The information has been technical, but there are plenty of measures in place to ask and get it explained to us in a more simplified way if we do find it too technical, which I have done a few times. My attitude is definitely changing towards pro-climate action. I think I am going to be a little bit more conscious of things, little things like buying the right lightbulbs. It might cost an extra couple of quid, but if they are going to save me a bit of money in the long term and help the planet, I will do it. I am not going to go on an eco-march, but I definitely will consider walking somewhere if it just five minutes rather than drive. I hope the government listens. The question has been asked, and they will get a response that they shouldn't ignore. If they are prepared to spend money on a high profile event like this then they haven't got much choice."

Adrian, from Belfast, tells me: "I have found it very educational. We have been given a lot of information about climate change and the impact on lots of different facets of British life, and what change needs to happen to meet net-zero by 2050. I had an awareness of it, a passing interest, making sure I put stuff in the right bins and being conservative in my use of different materials, but I have realised the situation is more urgent. There is certainly a lot of information, but the way it is presented is easy to understand, and so far I think the assembly has been a good idea. The proof in the pudding will be whether the government adopts a lot, some, a little or nothing of what we suggest. I think the current government has recognised in the recent election that climate change is moving up the political agenda, and if they are serious about getting another term in office then they need to address this. If the message is heard from this climate change assembly then we will have a good chance of success."

A sustainable gig?

Chris Seekings
reports on
corporate social
responsibility
in the gig
economy,
and whether
the sector
can survive
amid growing
pressure
to boost
workers' rights

The gig economy is redefining the way we work, giving us the freedom to pick and choose our own hours as we see fit. It has also led to a precarious existence for many workers, failing to afford them the same basic rights enjoyed by their full-time counterparts. This has ignited a new debate around corporate social responsibility (CSR), with large companies such as Uber, Deliveroo and Fiverr all accused of neglecting their duties to society.

Despite these charges, interest in gig work continues to grow, with 57m US workers now thought to be involved in the sector – 36% of the country's labour force. Economists, sociologists



and trade unions are all searching for ways to untangle this increasingly popular and prominent form of employment from a business model that is seen by some as unsustainable.

Legal definitions

The issue with workers' rights stems from the legal definition of gig economy 'workers'. In a nutshell, companies such as Uber argue that their workers are self-employed, and thus don't qualify for pension, holiday and sick pay benefits. Others believe they should be classed as full-time employees, and therefore entitled to the same legal rights.

The UK's Court of Appeal recently ruled that gig workers should be given the same protections as full-time employees, while a law has been passed in California with the same intent. "But companies like Uber are actively pushing back," says Erin Hatton PhD, associate professor of sociology at the University of Buffalo. "It has not been resolved, and as far as I know, gig workers are not yet eligible for basic employment protections in any US states."

The self-employed must also deal with a higher tax burden in the US, paying double what a traditional employee would for Medicare and social security. "The idea behind it is that they are the entrepreneurs, supposedly, and so have to pay all the taxes and responsibilities that employers are liable for, as well as typical taxes."

Large companies in the gig economy argue that they are merely a platform connecting workers with jobs, but many are not convinced. "They class them as self-employed, even though what they do has every semblance of an employment relationship," Trades Union Congress (TUC) senior employment rights officer Tim Sharp tells me. "Some have had considerable success challenging employers in employment tribunals, but this is time-consuming and expensive, and wins in tribunals are not automatically applied to other workers."

The business case

Gig economy firms say it is not financially viable to treat all their workers in the same way as full-time staff. They also argue that they provide flexible employment for groups with greater barriers to the workforce – such as women who work part time and people with disabilities – and build better societies through innovation.

Digital platforms have much lower costs to offset than traditional businesses and do not own many capital assets, so could in theory afford to protect their workers more. In practice, however, this may not be the case. Big companies in the sector continue to make a loss, and Uber admitted last year

that, even with its current business model, it might never be profitable.

Kelle Howson, postdoctoral researcher at the University of Oxford, believes that the company may be playing a long game by hoping to create a monopoly, but suspects there is more to it than meets the eye. "Uber could be aiming to extend its influence over transport infrastructure more broadly, as well as to profit in other ways from the immense stores of data it is building up," she continues. "It is not only labour surplus that is valuable to gig economy companies, but data and potential for scaling and diversification."

It is also important to remember that not all companies in the gig economy are like Uber. The sector is heterogeneous in character, and much of it is funded by venture capital,

with many firms qualifying as start-ups and just starting to find their feet. The question is whether their models are sustainable, and if they can ever truly be compatible with CSR. "If a business cannot be sustainable while allowing its workers basic rights like sick leave and minimum wages, it's not a very good business," Howson adds.

"If a business cannot be sustainable while allowing its workers basic rights like minimum wages, it's not a very good business"

Sharing success

Despite protests to the contrary, there is a good argument that gig economy companies could actually be better off if they were to enhance the rights of their workers. "There are two types of business models: squeezing your staff as much as possible, or investing in them

substantially," Hatton says. "Both of those models tend to yield around the same profit, it's just that one is more focused on the long term."

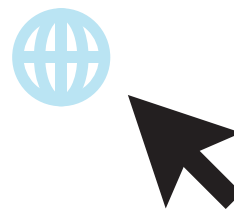
She explains that the current model deployed by many companies often results in high worker turnover, and that the service can suffer, too. "If you invested in them and provided more training then you would increase stability in the workforce," she says. "You wouldn't have this constant churn of people coming and going, and you could certainly imagine a much better service."

The TUC has been particularly critical of gig economy labour practices in the UK, which it says often leaves workers feeling alienated from employers. "If there is one thing that epitomises CSR it is an organisation's commitment to a positive relationship with its workers," Sharp says. "Unfortunately, many of the working arrangements in the gig economy are established simply to distance employers from those who graft for them – it doesn't need to be like that."

Daily grind

This hostility to the current structure of the gig economy could give the impression that most workers are





dissatisfied with their jobs, but that is not necessarily the case. Those that I have encountered have generally seemed content with their arrangements, and a poll by McKinsey found that 78% of gig workers believe they're happier than others in traditional jobs. "I think it depends on many variables, such as the type of work they are doing, the person and their resources," Hatton says. "Maybe their regular job isn't cutting it, so more shifts on the side are really important to them. But I do think that the people who rely on these jobs for financial survival, and have done so for long enough to see the full range of costs, have a general feeling of dissatisfaction."

Flexibility and independence are cited as the main reasons for undertaking gig work, but it appears that the more reliant workers are on gigs, the less independent and flexible they become. There is also a huge oversupply of labour due to the low barriers to entry. "It means that wages are often decreasing over time, so workers need to work longer and longer hours just to break even," Howson explains. "They often have no ability to negotiate their fee."

Job security is also a growing concern, with the increasing sophistication of algorithms and ratings systems giving digital platforms an uncomfortable level of control over their workers. "In many cases, they face the risk of losing their income through 'deactivation' from the app, for example, if a customer complains, with no way to appeal those decisions," Howson says. "Gig workers are now organising all over the world to demand better working conditions."

"Many working arrangements in the gig economy are established to distance employers from those who graft for them"

An unfair business model?

From job security to wages, gig workers frequently lose out



36%

of the US's labour force are now involved in the gig economy



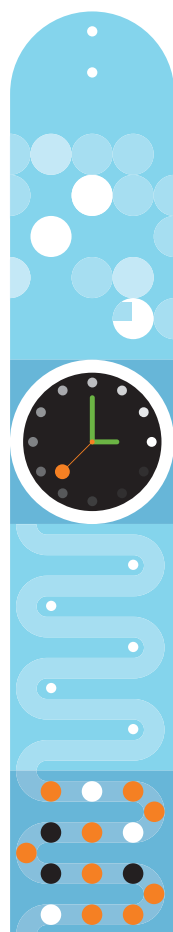
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The self-employed in the US pay twice as much for Medicare and social security



6

large gig companies unveiled the 'Charter of Principles for Good Platform Work'



A fresh start

It is still too early to tell exactly how the gig economy is impacting society at large. "It's hard to measure the effects because of the different types of work and lack of adequate data," Hatton says. "Time will tell, but I suspect overall it will have an exacerbating effect on inequality because you will see disproportionate numbers of marginalised workers increasingly pushed into this line of work and struggling to make ends meet."

There is a consensus that the gig economy is not sustainable in its current form. Large companies are already struggling to turn a profit, and the pressure to enhance workers' rights is only going to grow. The Fairwork Foundation has called for all gig workers to be at least guaranteed the national living wage and all basic employment rights, such as pensions, sick leave and paid holiday, as well as calling for a ban on zero-hours contracts. It described the 'Charter of Principles for Good Platform Work' unveiled recently in Davos by six large gig companies as "an attempt to undermine the forces of resistance that have begun to chip away at the power of platform". "We would like to see an end to sham employment which exploits legal loopholes and hurts workers," says Howson, who works at the foundation. "The alternative is a race to the bottom in terms of erosion of employment rights across the board. Digital platforms are innovative, and will be able to adapt to regulation that provides slightly better protection for workers."

The gig economy may not have to look radically different to the way it does today, and one can imagine a more productive and secure workforce if CSR, investment, training and greater legal protections all work hand in hand. Courier firm Hermes's agreement with the GMB union to offer holiday pay and guaranteed wage rates last year is an example of how gig firms can have a closer relationship with workers. "These agreements allow employers and workers to thrash out ways of working that combine flexibility with fairness and greater security," Sharp says. "Without this, CSR is simply a chapter in a business's unread annual report, not a set of values it operates by. There is no reason why the gig economy has to be the poster child for corporate irresponsibility." 

The Carbon Labelling Diaries

Stroll around a supermarket and you'll see many environmental prompts. From MSC-certified fish and organic steak to Rainforest Alliance tea, local tomatoes and plastic-free fruit, there is something to ease every eco-anxiety. Or is there?

Amid all these eco-cues, one is missing – and arguably the most important one. Greenhouse gas emissions, presented in the form of a carbon footprint label, are pretty much invisible to shoppers. How is this possible when we are staring a climate crisis in the face and food consumption is responsible for around a quarter of global emissions?

It's a question I've been grappling with as part of a report for *The Grocer* – a food industry publication I worked for in 2008, when there was an appetite for carbon labelling. The first on-pack footprints had arrived, with PepsiCo putting one on its Walkers crisps (75gCO₂e, later adjusted to 80gCO₂e). Tesco, meanwhile, had committed to labelling all its products. The Carbon Trust, which was working with some of the firms on the lifecycle analyses, told me the plan was to have a label on "everything you can buy" – and not just food. MPs also bought into it. "Carbon labelling is crucially important," the Environmental Audit Committee concluded in a report published in 2009.

It didn't turn out that way. Beyond the pioneers, such as Boots, Innocent and Halifax, the idea got little traction. Five years in, Tesco gave up, blaming the cost of the analyses and the time they were taking. The lack of interest shown by competitors also irked. "We expected that other retailers would move quickly to do it as well, giving it critical mass, but that hasn't happened," Tesco's spokeswoman told *The Grocer* in 2012. (Actually, that wasn't the whole story. The cost wasn't prohibitive; it was apparently more to do with a change in top management.)

Now, eight years on, the labels are back. In January, Quorn announced that it was going to put a carbon footprint label on 60% of its products and, like Tesco, encouraged others to follow its lead. Will they?

At the moment, the only brands that appear to be treading this path are in the meat or dairy alternative space. Oatly, for example, has put its footprint on the front of its dairy-free drinks (0.31kgCO₂e/kg, assessed by CarbonCloud), while Beyond Meat and Impossible Foods have published analyses comparing the footprints of their products with real meat.

This is helping us to understand the impacts of our choices. According to YouGov, 65% of UK consumers think a carbon label is a 'good idea'. A label that allows people to compare products is enticing – not least because there can be a significant difference between two seemingly identical products. Research conducted at the University of Oxford by Joseph Poore, for example, showed that one bar of chocolate can create zero emissions if the cacao trees are growing and storing carbon, while another will have 6.5kgCO₂e embedded in it. Currently we can go for a Fairtrade or organic bar but have no idea if it's the low-carbon option. Shouldn't we have the choice? Or should we trust retailers to only offer the low-carbon ones (so-called 'choice-editing')?

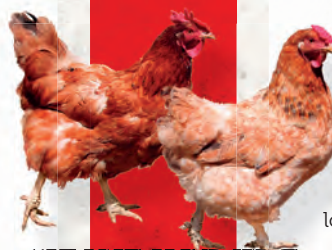
There is an argument that carbon labelling could leave us going around in circles. If we choose almond milk over dairy the carbon footprint is lower, but what about water? Organic pork uses fewer pesticides but might well have a bigger carbon trotter-print. And what about fair pay and animal welfare? Free range eggs might make you feel better about the chickens that supplied them, but what if you knew that the carbon impact of that system was higher than if they'd been caged? If we had the information, we could at

least make an informed choice. The more products with labels, the more informed we'd be – provided we looked.

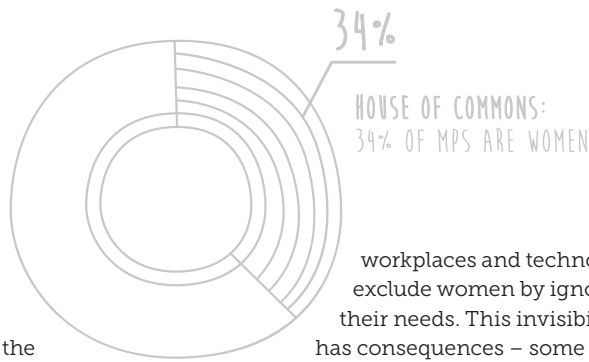
The label would have to be visually appealing, easy to understand and offer some context. One study translated the emissions into a "familiar unit" – the equivalent number of light bulb minutes – together with a sliding scale from red (high emissions) to green (low). When they tested it out, people bought more of the vegetable soup (314 minutes) and less of the beef soup (2,127 minutes). They also had more accurate perceptions of the products on offer. Imagine that rolled out to thousands of products in every store you walk into. That's certainly easier to picture now, in 2020, than it was in 2008. 

DAVID BURROWS is a freelance writer and researcher.

"IF WE HAD THE INFORMATION, WE COULD AT LEAST MAKE AN INFORMED CHOICE"



Diversity



Sam Smethers could barely contain her frustration with the findings. The Fawcett Society's chief executive came to one conclusion when, in January, the inequality charity released its latest Sex and Power Index, which showed men continuing to dominate top jobs across UK politics, law, civil service, trade unions, charities and professional bodies – and an alarming lack of women of colour in senior roles (*see overleaf*).

"We are generations away from achieving anything close to equality," she says. "We are wasting women's talent and skills."

This is particularly pertinent when environmental crises and global poverty disproportionately affect women, people of colour and indigenous people. Meanwhile most environmental summits, conferences and the recent World Economic Forum at Davos are still overwhelmingly attended by white men.

The past year has seen a flurry of publications about diversity – or the lack of it. Two of them, by journalists Caroline Criado-Perez and Matthew Syed, offer a battery of statistics and research findings on the problems caused by exclusion.

Invisible women

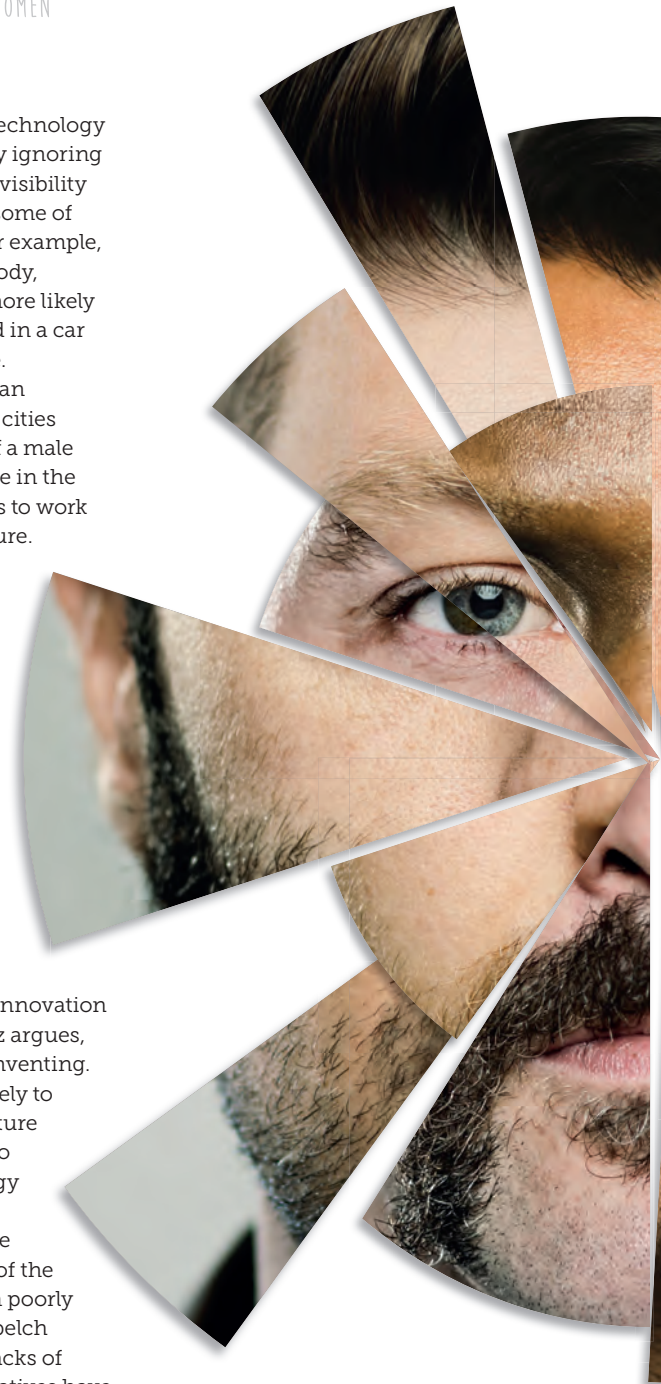
In *Invisible Women: Exposing Data Bias in a World Designed for Men*, Criado-Perez – best known for her feminist campaigns, which have put Jane Austen on the £10 note and a statue of suffragist Millicent Fawcett in Parliament Square – exposes a gender data gap that thinks of humanity as almost exclusively male. Transport infrastructure, urban planning, government policy, medical treatment,

workplaces and technology exclude women by ignoring their needs. This invisibility has consequences – some of them disastrous. Cars, for example, are designed around the male body, meaning that women are 47% more likely than men to be seriously injured in a car crash, and 17% more likely to die.

Another major problem is urban planning – particularly the way cities are laid out to serve the needs of a male breadwinner with a wife at home in the suburbs. This typical man drives to work and sees home as a place of leisure. Women, meanwhile, are more likely to 'trip-chain' – taking children to the GP or school, going shopping or visiting a relative in the same journey. They are more likely to use public transport, but most systems are not designed for their safety, or for unpaid care work. They are also more likely to walk, but transport infrastructure policy omits pedestrian trips and 73% of World Bank transport funding is for roads.

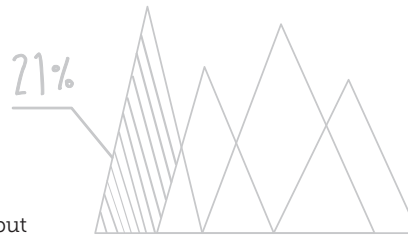
Faith in future technological innovation may be misplaced, Criado-Perez argues, as it depends on who does the inventing. Male entrepreneurs are more likely to get funding because 93% of venture capitalists are men. They are also more likely to develop technology that helps men.

Perez points to the three-stone stove, on which women in 80% of the developed world cook – often in poorly ventilated rooms. These stoves belch out the equivalent of multiple packs of cigarettes in toxic fumes. Alternatives have



A shocking lack of diversity is holding humanity back, says **Huw Morris**, examining recent research

OPENING UP



SPORT:
WOMEN MAKE UP JUST 21%
OF NATIONAL SPORT GOVERNING
BODY CEOs

been developed, but their take-up has been slow, partly because many designers have not consulted the women for whom they are designing.

Too often, Criado-Perez says, the excuse is that women's travel patterns, lives and even bodies are 'too complicated'. Researchers, entrepreneurs and venture capitalists would rather not think about the female half of humanity

and save money than tackle that complexity, she argues. This leads to huge data gaps in technology.

Datasets for algorithms are hopelessly male-biased. Voice recognition software often does not recognise female voices. Translation software turns female doctors into male doctors. Image-labelling software sees men as women if they are standing next to an oven.

The male domination of the technology industry creates another gap. Middle class white men from the US simply cannot be aware of the needs of all of humanity, so the technology they develop will inevitably be biased towards middle class white men from the US. Perez points to Apple's 'comprehensive' health app, which can track copper intake but not a woman's period. Step tracker apps forget that women often do not have pockets big enough to carry their phones at all times.

Rebel ideas

The journalist Matthew Syed takes a different, if complementary, tack in

Rebel Ideas: The Power of Diverse Thinking. He

argues that diversity can be approached in different ways – in terms of demographic, race, gender, sexuality, social class, religion and so on – but what fascinates him is the concept of cognitive diversity. His thesis, backed up like Criado-Perez's by a mass of statistics and research, is that bringing people with different insights, experiences, perspectives and thinking styles together leads to an uplift in collective intelligence.

"Researchers, entrepreneurs and venture capitalists would rather not think about the female half of humanity"

He points to the CIA's disastrous failure to foresee the 9/11 terrorist attacks. Its analysts, though highly talented, were predominantly white, male, Protestant liberal arts graduates from the west coast of the US. Any one of these individuals would be an asset in a diverse team – but as a collective, they were catastrophically incapable of seeing what Osama Bin Laden was planning.

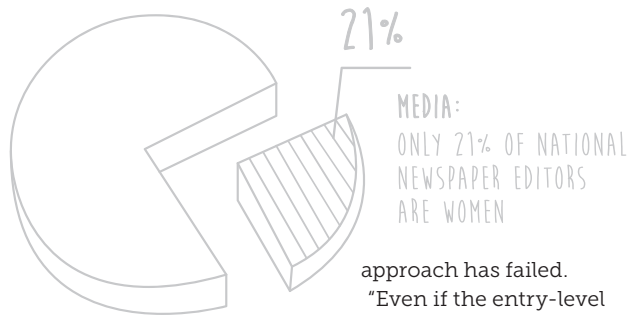
The problem is 'homophily', or people's tendency to hire other people who look and think like themselves. When people mirror back their own perspectives, beliefs and to some extent prejudices, it makes them feel comfortable and more intelligent. When they hang around other human beings, they instinctively create groups that are not cognitively diverse. This is an 'invisible gravitational force' that is undermining collective intelligence.

This point is crucial when it comes to tackling complex tasks such as obesity, climate change, global poverty or the



THE FLOOR

Diversity



development of a new product or strategy. Syed argues that the top four most accurate economic forecasters do not necessarily make the best team if they use the same models, went to the same universities or think about the economy in the same way. They will make the same predictions and the same errors. If you bring economists with diverse models together, accuracy increases by up to 15%, in a phenomenon known as 'the wisdom of crowds'.

"The problem is 'homophily', or people's tendency to hire other people who look and think like themselves"

Syed argues that this phenomenon is even stronger when it comes to problem solving, creative ideas or innovating. He cites a McKinsey analysis of German and UK companies which found that firms with executive teams in the top quartile for gender and ethnic diversity had a return on equity 66% higher than those in the bottom. In the US, it was 100% higher.

No time to waste

What's the way forward? Srabani Sen, chief executive and founder of Full Colour, a consultancy specialising in diversity and inclusion among leaders, says part of the challenge is that many responses in any organisation, whether big corporates, charities or the public sector, involve greater diversity among only junior members of staff.

"There is an assumption if you bring in lots of people at a junior level, given enough time, they will rise up the ranks and you will have more diversity in the leadership," she says. "From my experience of being a chief executive and serving on numerous boards, the higher up the ladder you get, the less diversity you see. The trickle-up

approach has failed. "Even if the entry-level approach would work, when you are in those jobs you are not the decision-makers, whatever the field. Do we have to wait 30 years for people at entry level to rise through the ranks before diversity can be brought into decisions that will affect the lives of communities across the globe for at least two generations? With issues such as sustainability and climate change, we are risking damaging

their quality of life and even people dying while we wait for this to happen."

Sen argues that some organisations use arguments about diversity of thought, particularly on their boards, as an excuse to avoid hard questions about achieving real diversity among leaders. "Diversity of background will give you more diversity of thought than having a doctor, an accountant or a lawyer on the board, who may come from different professional backgrounds but are university-educated middle class people with very similar lifestyles and experiences," she adds. "Those organisations that get it right approach the issue with humility and courage, genuinely work towards having diversity of thought in their DNA and marry this to the organisation's goals. They prove more successful in making better decisions, in their problem-solving and make more money.

"Whatever the sector, too often diversity and inclusivity are on a to-do list that is marginal to the mainstream purpose of the organisation."

Invisible Women: Exposing Data Bias in a World Designed for Men by Caroline Criado-Perez is published by Chatto and Windus.

Rebel Ideas: The Power of Diverse Thinking by Matthew Syed is published by John Murray. 📖

HUW MORRIS is a freelance journalist.

The Fawcett Society's 2020 Sex and Power Index – key statistics



The law:

The Supreme Court has two women justices out of 12. Since its formation in 2009, no Supreme Court judges have been a person of colour.



Business:

Women make up just over one in 20 chief executives of FTSE 100 companies. None are women of colour.



Education:

Women make up 39% of secondary head teachers. This has risen by just 6% since 2005. Women make up 30% of university vice-chancellors. Only 1% of university vice-chancellors are women of colour.



Media: Women make up only 21% of national newspaper editors, with just four women in the top jobs.



Sport: Women make up 21% of national sport governing body chief executives, down from 26% in 2018.



House of Commons: 34% of MPs are women – up by 2% in the 2019 election. Women of colour make up 17% of female MPs, in line with the population as a whole.



House of Lords: 27% of peers are women. Only 2% of all peers are women of colour.



Devolved parliament/assemblies: There are no women of colour in the Scottish Parliament, National Assembly for Wales or the Northern Ireland Assembly.



Cabinet: 30% of the cabinet and 47% of the shadow cabinet are women.



Civil service: Around a third of permanent secretaries are women, but there are no women of colour in these roles.

Comply or close

Regulation, enforcement and community pressure are forcing businesses in India to confront their environmental impacts, explain

Pranav Sinha and **Sanjukta Biswas**

As we approach the end of 2019, India's story of industrial growth and urbanisation progresses – albeit with a few hiccups along the way. India in 2019 remains the fastest-growing major economy globally (6.8% growth in 2018-19), and both the IMF's *World Economic Outlook 2019* and the Asian Development Bank's *Asian Development Outlook 2019* project its growth to be more than 7%.

However, concerns around the environment loom large over the India story. The World Bank has reported that India's growth is clouded by a degrading environment and growing scarcity of natural resources, and that Indian environmental degradation costs the country approximately US\$80bn per year – 5.7% of its GDP. India ranked 177th out of 180 countries surveyed for the 2018 Environmental Performance Index, and a 2016 WHO

survey showed that 14 of the world's 20 most-polluted cities were in India.

Various interventions by the executive, legislature and judiciary in India indicate a paradigm shift in environmental governance. A recent example of this was the National Green Tribunal's (NGT) 10 July 2019 ruling, which ordered federal and state regulators to:

- Shut down all polluting industries in 69 industrial estates within three months
- Estimate total compensation to be recovered for pollution during the past five years
- Collect interim compensation in advance from industries, ranging from US\$35,000 to US\$150,000
- Halt the setting up of new or expanded industrial operations in these estates.



Corporate responsibility

It is clear, then, that the future will not be anything like the past.

A rapidly evolving regulatory regime

Since April 2016, 30 new or amended regulations have come into force in India – the same number as were issued previously between 1972 and 2015 (see *Figure 1*). The rapidly changing regulatory landscape limits corporations' ability to predict the future compliance burden, as there can be significant shifts in regulatory requirements within relatively short periods.

Enhanced regulatory enforcement

Since 2016, India has witnessed an upswing in enforcement actions taken by federal and state agencies. The regulators at federal and state levels have proactively identified, investigated and prosecuted errant corporations.

For example, data obtained from Uttarakhand Environment Protection and Pollution Control Board (UEPPCB) shows an upward trend in the number of closure directions issued to errant industries (see *Figure 2*).

A hardening judicial stance

A series of court rulings in 2018-19 indicate a further hardening of the judicial stance. Examples include:

- August 2018: Supreme Court ordered Goel Ganga Developers to pay approximately US\$15m for environmental damages
- March 2019: NGT fined Volkswagen nearly US\$70m for violating Indian emission norms and using 'deceit devices' that masked NOx emissions
- January 2019: NGT fined the Government of Meghalaya an initial amount of US\$14m towards interim compensation,

Environmental degradation costs India around US\$80bn per year

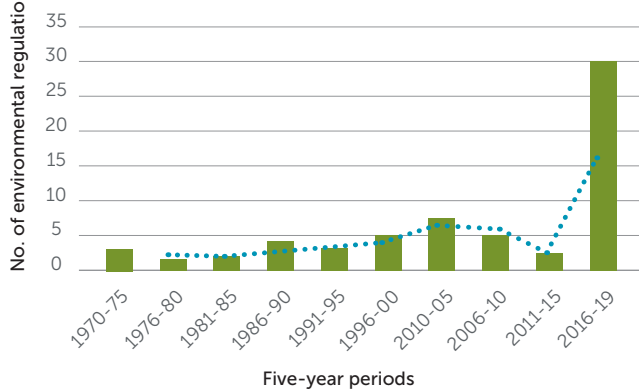


"Since April 2016, 30 new or amended regulations have come into force in India – the same number as were issued previously between 1972 and 2015"

A more stringent regulatory landscape is intended to stamp out the environmental damage caused by many corporations in India

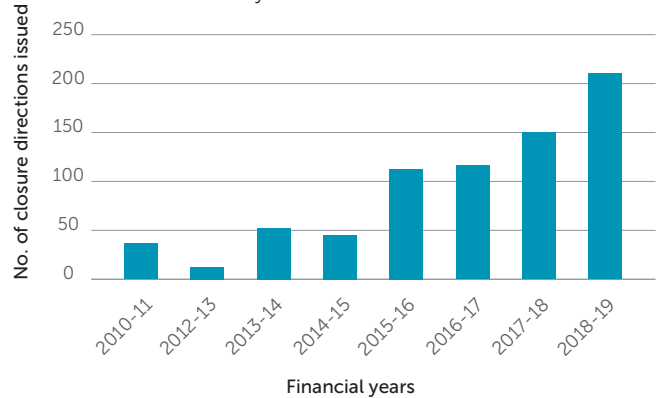


Figure 1: Number of new or materially amended regulations in various five-year periods



Source: Review of new or amended environmental regulations conducted by ERM

Figure 2: Number of closure directions issued by UEPPCB since 2010



Source: UEPPCB response to RTI request

while ordering it to estimate total compensation due in case of environmental degradation due to illegal coal mining

- The NGT in its 10 July 2019 order directed the shutting down of all polluting industries in 69 industrial clusters that were critically or severely polluted. This was, by far, the largest number of industries ever shut down under a single order.

Since 2018, the NGT has delivered around 50 orders under the polluter pays principle. Of these 50 orders, 15 have carried a penalty of between US\$700,000 and US\$10m. Between January 2019 and 7 April 2019, the NGT levied penalties of approximately US\$123m – double the penalties levied in all of 2018 (US\$67m).

Environmental issues now pose risks

Environmental performance has evolved from being a technical issue and an externality to a material business risk.

Regional carrying capacity

Regional carrying capacity is now limiting scope for industrial expansion. The Indian government has initiated the assessment of the carrying capacity of the 69 critically and severely polluted industrial estates.

Resource scarcity

Existing operations are facing scarce resources. World Resources Institute's research shows that growing water scarcity forced 14 of the country's 20 largest thermal utilities to shut down at least once between 2013 and 2016 (causing losses of US\$1.4bn).

Social licence to operate

Social licence to operate (SLO) is among the most significant risks faced by corporations. Even if an entity holds all required governmental approvals, it cannot hope to survive if it does not win over the community that accords it the SLO. Factories

have been forced to relocate, mines lie unused and millions of dollars lie locked in half-constructed units across the country where the community does not grant SLO to corporations.

A new paradigm

It is clear that India is undergoing a significant shift. The Indian populace, regulatory authorities and judiciary are no longer condoning environmental harm as the price of economic growth.

Environmental and social issues pose material risks to business success and longevity in India. Industry leaders must step up efforts to truly integrate these considerations into their long-term strategies and business models. 🌱

PRANAV SINHA is global technical community leader – audits at ERM.

SANJUKTA BISWAS is a sustainability consultant at ERM.

Read the longer version of this article at bit.ly/31WqkRd

Piling on the pressure

Indian authorities are no longer prepared to let polluters off the hook



69

India's National Green Tribunal (NGT) has shut down polluting industries in 69 industrial estates



50

Since 2018, the NGT has delivered around 50 orders under the polluter pays principle



\$123m

From January-April 2019, the NGT levied penalties on polluters of approximately US\$123m



Women in Environmental Sciences (WiES) was initiated in 2018 to bring together women of diverse ethnicities, working in diverse environmental disciplines, so they can address key environmental issues and the way they relate to women. Its 2019 workshop was held at the University of Manchester and attended by more than 130 academics, early career researchers, postgraduate students and people with a general interest in the environment.

Workshop presenters came from academia, the local community and policy and research organisations. We had representatives from private and corporate organisations, from professional and research institutes including IEMA, the Chartered Institution of Water and Environmental Management, and Earthwatch Oxford, and from charity organisations such as Ignite Futures (Nottingham), Friends of the Earth and Manchester Community Choir. In terms of higher education we had representatives from institutions including Aberdeen, Bangor, Coventry, Leeds, Manchester, Manchester Metropolitan, Salford and Sheffield universities, as well as the Open University and the Manchester Environmental Research Institute.

Power of EQUALITY

Cecilia Medupin reports back on Women in Environmental Science's 2019 workshop, which examined the roles of women in the discipline

Meeting of minds

The aims of the workshop were to promote inclusiveness, widen participation and foster interesting discussion in order to help people understand the various aspects of environmental science, policy and application – while considering the role of women. The sessions included presentations and breakout sessions in a free and relaxed atmosphere where new connections could be made. Participants motivated each other and gained insights into leadership, career prospects and the challenges women face in diverse environments.

During the meetings, the talks and knowledge-exchange sessions addressed

themes such as the empowerment of women, leadership, energy, climate change and education, health, water, agroecology and urban green infrastructure, as well as the reflections of female leaders holding environmental roles in policy, academic research and industry. There were also links between the sessions' themes and the UN's Sustainable Development Goals (SDGs), explored through questions such as:

- What are the drivers for social-ecological systems breakdown in different contexts, eg farming (SDGs 1 and 2), and what is our role, as researchers and practitioners, in facilitating inclusive processes to reinvigorate these relationships?

- What does a mixed-energy economy mean for women, particularly those from disadvantaged communities or developing countries (SDGs 7 and 5)?
- What are the challenges encountered by women in environmental professions (SDGs 5 and 8)?
- How can we educate women, particularly those in disadvantaged communities, to protect their health when responding to environmental changes in a sustainable way (SDG3)?
- How can we explore citizen science to make science more accessible and empower under-represented groups (SDG 4)?
- What support do women need to transition into working in industries (SDGs 5, 9 and 10)?

We also explored case studies from the global south where the role and involvement of NGOs and self-help methods were shown to be effective, useful and empowering to local communities – especially for those leaving disaster-prone areas. Discussing these issues raised awareness of global challenges and helped participants to relate the experience to local challenges.

Questions were taken after each talk, answered by speakers and members of the audience. Furthermore, delegates were able to further discuss issues during the lunch and networking sessions.

Before the workshop ended, the key outcomes from the sessions and the links between each session and the UN SDGs were summarised thus: if environmental challenges are to be effectively addressed, gender equality and the empowerment of women need to be integrated through the SDGs at local and national levels. Therefore, female early career researchers and other professionals are encouraged to continually engage in WiES discussions and contribute their skills irrespective of challenges faced within their organisations and communities.

Key outcomes

All presentations and breakout sessions were very interesting and engaged participants. A summary of

the sessions was collated and presented to the participants, with key take-home messages as follows:

- Trust and respect are important for building relationships between researchers and non-practitioners
- Women have a longer life expectancy than men, and the presence of quality green spaces will enhance their living
- Citizen science is important for continuing environmental research, empowers society, enhances participation and inspires action
- We can all do more!
- Women have choices.
- Be inclusive – involve your communities (of different ethnicities and genders). Inclusiveness and widened participation are important for sustainable leadership and followership in any organisation
- Do the eco-proofing – for every activity you are involved in, ask: do I consider the environment in what I am doing?

“Discussing these issues raised awareness of global challenges and helped participants to relate the experience to local challenges”

Participants thoroughly enjoyed the workshop and stated that they would have liked to have had more time for interaction. When asked about the highlights, responses included:

“Breakout session was a great opportunity to interact and give voice to opinion on key issues. Don't often get this.”

“The selection of the speakers, with different work and interesting experience.”

“Embracing the complexity of the topic.”

“Extra breakout time was very helpful, it allowed people to get over the first few minutes of being shy and start to really contribute. And we had a great group.”

Future plans

In the future, we would like the support and encouragement of different institutions and organisations so that we can extend the event beyond four hours to a full day. This will enable us to address issues at length and allow delegates travelling from a distance to participate in the event. We would like to promote this group widely through the media and through outreach activities locally and globally, and to carry out some of the proposals outlined. The group is preparing a comprehensive report, which will be available later in 2020. This will encompass the outcomes from the 2018 and 2019 workshops and contributions from the presenters and facilitators, with the aim of effecting positive policy change in organisations and communities as it relates to women.

Women in environmental sciences now has a dedicated JISCmail account where information can be shared and ideas exchanged. Subscribe at bit.ly/30WB8hL, and encourage other people to sign up.

View presentations from the day at youtu.be/AwnE3DlfxR4 ●

DR CECILIA MEDUPIN, MIEMA is the convener of Women in Environmental Sciences, and a lecturer in the Department of Earth and Environmental Sciences at the University of Manchester.



SITA Air Transport Community Foundation



Amber Harrison, IEMA Fellow and director of CSR and sustainability at SITA, talks about the project that won IEMA's Community or Social Value Award

How did the idea first come about?

SITA has a global presence, so with the creation of the Foundation initiative we wanted to undertake a community project that impacts individuals in countries that we work in. Our SITA council was very keen to show a commitment to young people and technology. We picked Africa because there are around 10 million people under the age of 18, which is increasing rapidly, but there is also a huge skills gap and a lot of educated people leaving, contributing to brain drain.

What did you hope to achieve?

We wanted to work on ICT education programmes for young people, and encourage them to stay in the country by working with local communities and supporting ongoing programmes so they stay engaged. By providing ICT labs and dedicated teachers, students are learning their state curriculum and doing well. They are also taking on other projects such as website design, which is benefiting the schools and their management offices, too.

Why are tech skills important for sustainable development?

We see a lot of technology growth and adaptation across Africa, but ICT skills aren't universally widespread. With the development of mega cities, and more aviation and technology companies moving to the continent, we want to make sure young people have the opportunities to support entrepreneurship.

Are they staying in the local communities?

We support tertiary level students in universities and schools through degrees related to ICT, computing or aviation, and we are seeing a lot of students choosing to pay it forward. One recent success story involved a young man from the Congo, Jules Ntumba, and we supported him through his education. He graduated last year, and has set up his own company teaching young people – particularly girls – how to design, build, code and fly drones. He is encouraging the next generation to stay in the Congo and learn.

"We are seeing a lot of students choosing to pay it forward"

You have a particular focus on gender equality, why?

Gender equality is a challenge in many countries, but particularly across some nations in Africa, where it is traditional for girls to drop out of education early because of family or marriage expectations. We partnered with several charities, including Promoting Equality in African Schools, whose schools have a 50/50 female-male intake. A lot of girls are challenging the boys in technology, and that is good to see, as both genders do better when there is an equal playing field.

SITA HIGHLIGHTS

- Since 2014, the Foundation has helped more than 80,000 young people in Ethiopia, Uganda, South Africa, Zambia and Zimbabwe through projects delivered with its charity partners. These include the provision of ICT labs and equipment, teacher training and access to funding for education.
- Additional projects: implementing solar power at schools in Zambia and Uganda; funding students at the University of the Witwatersrand in South Africa on courses related to IT, computer sciences, electrical and information engineering, and aeronautical engineering. It funds a \$10,000 innovation award for students at Witwatersrand, the Tshimologong Innovation Precinct in South Africa and 16 seats for entrepreneurs at the Tshimologong Innovation Project.

How do you measure progress?

I try to visit the programmes that we run at least once a year. We have projects in Ethiopia, Uganda, Zambia, Zimbabwe, South Africa, Rwanda and Kenya. I join monitoring and evaluation visits with the charities, and spend a few days meeting students, teachers and principals to understand what is happening and what we can do better. We look at student and teacher retention and marks. We have capability assessments to evaluate computing skills, and interviews to find out what works and what doesn't so we can adapt and evolve. A number of teachers have become heads of departments or vice principals, or have adapted the programmes and rolled them out in other schools.

How did you feel winning IEMA's award?

I was thrilled. Sustainability is becoming more and more important, and a lot of people have been working behind the scenes for a long time. What I love about the awards is that they bring these people into the spotlight and highlight the incredible things that have been happening. It helps to inspire people and it is always nice to be rewarded. 🏆



Visit www.iema-transform.net
for more member profiles

Why did you become an environment/sustainability professional?

I have always been happiest in the countryside, and noticed detrimental changes over time caused by human interaction. After having children I became aware that we need to influence and control how industry operates, and protect the environment. I wanted to save the whales, but realised very quickly that I would be at the polluting end of industry. Now however, my career has come full circle and I am **saving the whale!**

What was your first job in this field?

At a waste management consultancy – I undertook waste audits in manufacturing sites and helped apply the waste hierarchy.

How did you get your first role?

I took a third-year placement at university, assisting in EMS implementation at manufacturing sites. I met my future employer when improving waste management at a client's site.

What does your current role involve?

I am engineering lead for environmental risk for a defence contractor, providing assurance to the engineering director that our military products comply with legislation and have managed impact throughout their lives. I govern how we identify and manage business and capability risk presented by product environmental factors. I spend a lot of time with our businesses and customers, promoting more sustainable design.

How has your role changed/progressed over the past few years?

Much of what I now do is about access to resources in the future and ensuring continued capability. I also consider our contribution to relevant UN Sustainable Development Goals, as it's possible to define our performance in a succinct, globally recognised way. I think not only about how our products impact the



CAREER PROFILE

Jayne Rogers

FIEMA CEnv

Head of environmental engineering for a major defence contractor

environment, but also about how the changing environment will impact the performance of the products.

What's the best part of your work?

Knowing that I am making a difference.

What's the hardest part of your job?

Pushback from senior leaders and other functions, though things have improved, and most now recognise the business risks and opportunities associated with sustainability.

What was the last development event you attended?

Apart from the bimonthly IEMA Wales network meetings, I supported the Fellows Working Group in developing the *Thought Piece on Disruptive Technologies*.

What did you bring back to your job?

An insight into how organisations are embracing these technologies to capture and manage data – for example, to provide information for more accurate measurement, better decision-making and targeted action.

What is/are the most important skill(s) for your job?

Tenacity, communication skills and continuing professional development.

Where do you see the profession going?

With the drive towards net zero, and the emerging business risks, we will have a greater voice. This is why the Skills Map and competency is so important – credibility comes with competence.

Where would you like to be in five years' time?

Retired, hopefully! But with the realisation that I have left a legacy of sustainability in a sector that is slow to change.

What advice would you give to someone entering the profession?

Accept that you won't change the world overnight, and keep learning.

How do you use the IEMA Skills Map?

It helps me determine strengths and development areas when I am mentoring others to become fully rounded effective environmental professionals.

If you had to describe yourself in three words, what would they be?

Enthusiastic, logical and interested.

What motivates you?

Seeing decisions being influenced by environmental factors.

What would be your personal motto?

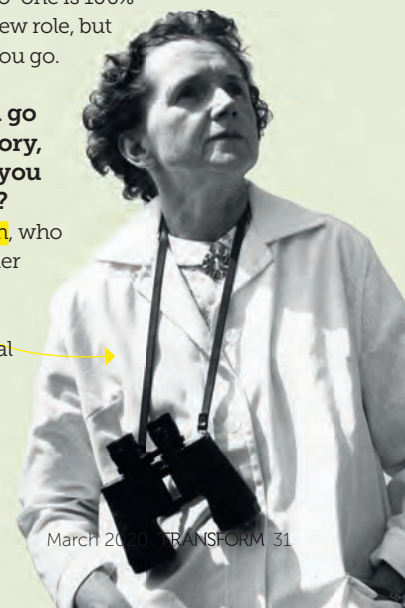
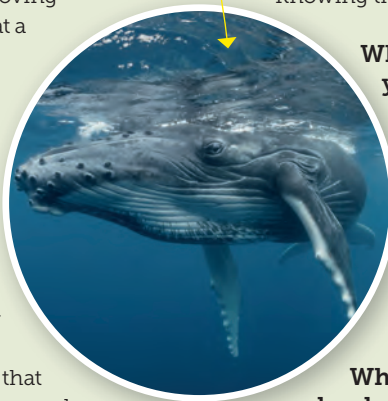
'Be true to yourself and you will never let yourself down.' Or... 'It's better to live one day as a tiger than a thousand as a mouse.'

Greatest risk you have ever taken?

Taking a role for which I felt I was not fully competent. No-one is 100% capable in a new role, but you learn as you go.

If you could go back in history, who would you like to meet?

Rachel Carson, who wrote about her findings and initiated the environmental movement in the 1960s, despite fierce opposition. 🐟



CONNECT

SOCIAL AND COMMUNITY NEWS FROM IEMA



DATES FOR YOUR DIARY

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5 MARCH

Environmental management 101: back to basics

IEMA chief policy advisor Martin Baxter kicks off this webinar series with a back-to-basics session aimed at early career professionals or those new to environmental management, helping them to better understand the strategic and transverse nature of this discipline.

Attendees will gain an understanding of:

- Key environmental issues
 - How key tools can be applied in practice
 - What sustainability skills are needed
 - The multidisciplinary approach to adopt across different environmental media
- To register, go to bit.ly/B2B_EnvMan

19 MARCH

Publication launch: IEMA guide to materials and waste in EIA

This webinar looks at the built environment sector, and how our understanding of the practice of sustainable resource management has evolved during the past decade. However, effective management of materials and waste is still highly dependent on factors such as the robustness of systems designed to ensure continuity of information between development lifecycle stages. This presentation provides an overview of the findings on key terms, concepts and considerations for assessing impacts and affects, and a better understanding of the process and checklists applicable to the different stages of the EIA process.

➤ To register, go to bit.ly/BuildEIA

20 MARCH

The future of British farming – a national conference

Join key stakeholders for Westminster Insight's timely Future of Farming Conference, examining the policy landscape, the implications of Brexit and the Agriculture Bill. Explore how new technologies, consumer trends and environmental concerns are impacting the farming community, and learn more about the innovative approaches taken to ensure a more progressive, profitable and sustainable environment for British farmers.

➤ To register, go to bit.ly/FutofFarm

QUOTE
UNQUOTE



I still get a kick out of seeing @IEMA_Transform arriving naked! And this edition has pieces on leadership, persuasion, youth movements and a feature interview with the awesome @farhanaclimate @PENNY_WALKER_SD



Fantastic to read @SEEd_Edu @AnnatSEEd article in @IEMA_Transform. A call for the Education Act 2002 to include sustainability in section 78 and for a better collective narrative working towards #SDGs. #wecandothis @VICTORIAPENDRY1



Replying to @VictoriaPendry1 and @IEMA_Transform

Thanks, Ann's making some good points there. What's really nice is that the broader environmental movement is starting to interview environmental educators; that's pretty rare, but encouraging. I'll tweet that article now. @MORGANHPHILLIPS

Nice to see @IEMA_Transform publishing an interview with Ann Finlayson, it's good too. @SEEd_Edu I share Ann's pain on this particular point. Often what seems like the thing to do, isn't the thing that actually works. "I've spent the past 20 years trying to battle this myth that all you have to do is give people the right information and they will then do the right thing. That is completely untrue and has never been proved."



@MORGANHPHILLIPS

As we come to the end of #Veganuary we're reflecting on the different reasons people take part. Whether it's to reduce your #environmental impact, a desire for a more #sustainable diet, #animalrights or something else. If you took up the #vegan challenge, what led you to do it? @IEMANET



2 big wins for @iemanet. 1st, the government is reintroducing the #EnvironmentBill into Parliament today. 2nd, #IEMABirmingham Christmas Social and Air Quality presentation is in @IEMA_Transform magazine. Thanks to @ilovecherryreds and @DustScan @IEMABIRMINGHAM



Support for success

Charlotte Morphet talks to Laura Archer about how diversity networks can boost inclusion within the planning profession – and beyond

always good, and I really enjoyed the housing event I organised at City Hall – a career highlight. Branches are also now offering training, from leadership to mock public inquiry training. If I hadn't attended the mock inquiry training put on by the North West branch, I would not have felt so prepared when I was an expert witness for the first time last year.

However, my favourite is hearing about women's careers and how they got to the top – my favourite speaker will always be our first, Michèle Dix CBE.

Where should people look or go to if they want to become involved?

Visit www.womeninplanning.org. We have 14 branches across the UK, details of which are available on the branch page.

What is your biggest piece of advice for an employer getting started with diversity and inclusion?

Understand your organisation. Each organisation will face its own challenges and have its own successes. It is important you know what these are by analysing the data you hold on your employees and the way you work. Once you have done this, start shouting about the success and start building a strategy to deal with the challenges. It is important to keep trying out different solutions – diversity networks are only likely to work where you have a critical mass of employees. If you're a small company, there are lots of diversity networks, such as Women in Planning, that you can tell your staff about.

What change have you seen since you started your career?

Diversity and inclusion have gained momentum in the built environment. There are so many networks you can get involved with, and so many amazing events. Women in Planning supports these networks and is proud to be a partner of BAME in Property, an ally to Planning Out and a sister to Urbanistas and RE Women. It is too early to see the changes, but am hopeful that in five years that there will be a noticeable difference. 🌟

Charlotte Morphet is a principal policy planner at the London Borough of Waltham Forest, the co-founder of Women in Planning, trustee of the Planning Officers Society and a member of the Academy of Urbanism's Young Urbanist Steering Committee. She is a strong advocate for diversity and inclusion within the workplace, and for the promotion of planning as a profession.

Tell us a bit about yourself and your career journey so far.

I have held a range of roles during my 10 years' experience in the public, private and third sectors, from planning enforcement to consultancy to policy planner. I have been passionate about strategic planning throughout my career, and have focused on this in most of my role. I currently work as a principal policy planner for the London Borough of Waltham Forest. I have also held various roles at the Royal Town Planning Institute, including chair of RTPI London and trustee. I am a trustee of the Planning Officers Society, chairing its NOVUS network, and a member of the Academy of Urbanism's Young Urbanist Steering Committee. I also help set up and run Women in Planning.

What does your daily role consist of?

People think being a policy planner is quiet, but it isn't. Some days I am working on evidence-based commissions to support the Local Plan, the next I could be drafting or editing planning policy or guidance, working on site allocations, undertaking engagement, attending meetings around partnership working (such as housing associations and other public sector bodies), or providing policy advice for masterplans or as part of pre-application advice.

Have you have faced any challenges within your career, and if so, how have you overcome this?

Being a planner during the recession was hard. It took me a long time to get my first

role and I completed a lot of internships. Looking back on it now, I think of it as my planning rotation. I have worked in most parts of the system – in training for a third sector organisation, small to very large consultancies and in development management, policy and conservation. It is the best grounding I could have had.

What's the best advice you have been given?

My mum always says 'start by starting', and it truly is the best advice.

"Diversity networks are only likely to work when you have a critical mass of employees"

How did you get the idea to set up the network Women in Planning?

Alison Mackay and I co-founded Women in Planning in 2012 because we didn't see enough women speaking at or attending events, and we wanted to provide an affordable, supportive women's network that focused on planning.

What works well in network events?

It depends on the location, but panel events discussing industry challenges with some great female panellists is

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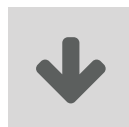
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