



**Green New Deal for Europe
GNDE Jobs**

Furthering Democracy in the Workplace

*Democracy in Europe Movement (DiEM25)
September 2023*

GNDE Jobs

“GNDE Jobs enhance the life experience of those involved in the creation and supply of, and the beneficiaries of products or services that have a neutral or beneficial impact on both the natural world and society.”

To achieve the goals of the Green New Deal for Europe (GNDE) we recognize that the major obstacle blocking any significant change is that economic and political power is held by a small minority. Europe’s democratic institutions do not work for the benefit of the majority and will not until the minority’s exclusive ability to exploit both natural and human resources for private gain evolves into an inclusive model where exploitation is no longer rewarded and is instead penalized.

The minority of the population that exploits and seeks to exploit are powerful foes, they own politics, the media and almost all resources with value. They believe both citizens and natural resources are theirs to exploit. Their practices are extractive and monopolistic, and they will use any tool possible to extend their ‘ownership’ of the World. They use fear, invoke religion, and corrupt our minds to maintain or strengthen their position. It is important to acknowledge that those that extract and exploit contribute very little to the workplace or society, historically they have been granted privilege and it is this rather than any skills or commitment that is rewarded. But they are few, we are the many and they can only continue if we decide to let them.

The GNDE proposes a simple but elegant pathway forward for both the public and private sector, a fully democratized economy. Rather than restricting human potential, democratic workplaces provide an opportunity to realize citizens’ potential. The benefits to society of engaging the ‘workforce’ in democratic workplaces are numerous. Improving the performance of the organization and optimizing the quality of the goods or service and ensuring a healthier working environment as the partners are more engaged.

Moreover, engagement and a sense of being included in and contributing to society will help enhance personal growth, alleviating endemic apathy, strengthening democracy, and significantly improving the mental health of most citizens. Engagement in society has been shown to not only enhance life experience but also to extend life expectancy. This in turn will substantially reduce the cost of healthcare, meaning that higher levels of healthcare can be provided more economically.

Public organizations (Government funded organizations providing public goods or services) will have the authority to decide how best to provide the required goods or services and will be accountable to the community they serve. The centralized provision of public goods and services is frequently corrupted and hampered by bureaucracy and self-interest. The public sector too often provides the exploitative minority with access to

public money while failing to meet its obligation to provide the goods and services at the level required for a healthy society, this must end.

Private organizations will operate in a market with limited regulations, the regulations that are imposed will be specifically focused on preventing exploitative practices. Failing private organizations will be allowed to fail. The transition will be an evolution and democratic. The GNDE will not compel workers to become 'owners' but will provide an opportunity for every workplace to decide democratically whether they wish to democratize their workplace or not.

Compensation for those that currently own private businesses will take into consideration the value of the organization, the debt, the source of the debt and the level of current or past exploitation. The compensation will be balanced against possible protection against future claims for current or past exploitative practices. The legal framework required to facilitate this change will be comprehensive but minimal limiting bureaucratic barriers to innovation, implementation, and supply.

About Policy at DiEM25

Policy development forms part of our activism at DiEM25. We put forward alternative policy mechanisms that aim to work for the many, not the few. Our positions are developed through a participatory approach involving our membership and subject matter experts. For further correspondence, kindly contact policy@diem25.org

Democratic and Fair Working Environment

Workplaces must be fair, democratic, inclusive, and free from exploitative practices. To ensure this GNDE Jobs require that:

- All workers within an organization, private or public, are partners.
- Every worker within an organization is given one share, all shares are equal.
- Only workers within the organization can hold their share.
- All major decisions are made democratically, one person one vote.
- The organization will decide democratically how the authority to make operational decisions is established.

Organizational Policies and Structure

Organizations will agree the policies and structures democratically. The key areas being:

Pay

Equality of pay is highly desirable.

The organization will be required to declare publicly any differential multiples between its highest and lowest paid partner.

Considerations when setting pay rates for different roles will include but are not limited to:

- Overall contribution to the organization's strength.
- Specialized skills.
- Being required to work unsociable hours.
- Performing undesirable and/or hazardous tasks.
- Hours worked.
- Responsibilities for the development or performance of others

The organization has a responsibility to ensure that all partners are rewarded fairly for their contribution. All pay within the organization will be declared and visible to all partners.

Working time

The standard work week for each partner will be agreed democratically within the organization, preferably limited to 30 hours.

Benefits

All benefits will be equally available to all partners, declared in detail and fully transparent to all partners.

- **Paid time off/leave:** Will be accrued at a set rate that is the same for all partners. For additional hours worked paid time off/leave is accrued at a rate of two hours for each additional hour worked.
- **Paid sick leave:** Partners that are sick will receive sick pay for the time that they are unable to work. The organization may require proof of its partners' unavailability for work. The organization may democratically agree to limit the maximum amount of sick leave that partners are eligible to receive, but the limit shall not be less than one hour for every 30 hours worked.
- **Unpaid leave:** Partners will be able to take unpaid leave without sacrificing their position within the organization or their share. The organization may democratically agree to limit the maximum amount of unpaid leave that partners are eligible to receive.
- **Overtime:** Partners working more than the agreed hours in a week will be paid 1.5 times their standard rate for any additional time contributed. Alternatively, the additional time contributed may be exchanged for additional paid time off/leave.
- **Pensions:** The GNDE is committed to providing quality pensions or pension equivalents that will deliver a good standard of living. An organization may decide to provide supplementary benefits to its retired partners, this being proportionate to the contribution of the partner.

Ownership

- **Shares:** All partners will own an equal share in the organization. Only partners will be able to own a share. The share is granted upon starting work for the organization and is returned to the organization when the partner ceases to work for the organization. Partnership shares cannot be sold, traded, or used as a form of financial instrument.
- **Retained Income:** The partners in the organization will agree democratically what to do with retained income. Possibly shared as a dividend, reinvested, used to pay down loans the organization has or set aside to aid financial stability in the future.
- **Decision Making:** Decisions within the organization must be reached democratically with rules for decision making being agreed upon in an assembly where all partners entitled to be present are present unless absent by agreement. Presence may be through remote access.
The internal rules must be agreed upon article by article by at least 50% of partners. Unanimity should always be preferred and space for deliberation guaranteed to ensure even minority views can express themselves.
While full participation in voting will be encouraged, partners will not be compelled to vote. All recommendations that are put to a vote will include the option for the partner to vote 'none of the above'.

- **Hiring:** The need to hire new partners and who those partners are will be agreed in line with the decision-making process outlined above.
- **Responsibilities:** All decisions must consider the impact on both the natural world and society. Partners are owners and the strength of the organization must be a major consideration in all decisions; however, this must be balanced against fairness within the organization.

Discipline

- **Behavior:** Discriminatory behavior must not be tolerated. Any related disciplinary measures will be put to the partners to vote on the proposed action. Individual partners will be responsible for ensuring that all laws and regulations regarding discrimination are complied with. Oversight will be provided by external bodies such as Citizens Assemblies.
- **Performance:** Where the performance and/or contribution of a partner is deemed to be unacceptable any measures to correct this will be put to the partners to vote on the proposed action.

GNDE OE Rating

The GNDE Organization Evaluation (OE) is designed to establish the ‘Green’ credentials of organizations. Both public and private organizations will self-declare annually to quantify how they impact both the natural world and society. The self-declaration will be simple but comprehensive. The resulting table provides a rating that enables organizations to be measured, compared and benchmarked over time.

The declaration and any supporting documentation will be publicly shared. All organizations will be fully transparent. The monitoring of the organizations will be at a local level wherever possible with Citizens Assemblies rather than governmental institutions providing support or applying penalties.

The GNDE OE rating encourages a change in organizational goals, moving the focus from growth or profit. Additionally, when aggregated and averaged economies can establish if they are evolving in a positive direction as opposed to simply using GDP to measure the success of their exploitation.

By assessing an organisation’s performance on a scale, this rating system provides a numerical value that reflects the organization's environmental and societal impact. A positive rating indicates a net positive impact or significant strides in environmentally and societally beneficial practices, while a negative rating suggests areas where the organization may be causing harm or not meeting pre-established thresholds¹.

Making organizations legally responsible for their activities, the GNDE will raise the level of awareness and responsibility regarding environmental impact within the organization, creating the opportunity for better decision making. Those that make better decisions will be rewarded with better informed consumers having the ability to choose to support those that are responsible over those that are exploitative.

Decarbonizing the economy and reducing overall energy consumption are explicit aims of the GNDE. The GNDE OE rating provides an ongoing pathway to achieving this goal while acknowledging that this cannot happen immediately.

The GNDE OE rating system provides a simple method for rewarding or penalizing organizations equitably.

¹ A negative rating is a signal to the organization that there are areas of improvement in their environmental and societal practices. This could range from excessive carbon emissions and unsustainable sourcing practices to negative societal impacts. A negative rating serves as a call to action for the organization to address these issues. For workers and other stakeholders, it provides a clear indication of which organizations do not align with their values or expectations as defined by the DiEM25 GNDE Jobs system.

1.0 Organization

1.1 Ownership

- **POSITIVE** - Partner Owned and Publicly Owned organizations.
- **NEUTRAL** - Privately Owned organizations in which the ownership is actively engaged in the day-to-day operations and where all workers have democratic say in important decisions.
- **NEGATIVE** - Privately owned organizations where the ownership is not involved in the day-to-day operations, or the workers are denied a democratic say in important decisions.

1.2 Local Employment

Partners are encouraged to live locally once hired. Organizations will provide financial support to assist partners relocating where required.

- **POSITIVE** - Organizations whose partners live within a 10km radius of their principal place of work. Partners working remotely live within the 10km radius.
- **NEUTRAL** - Organizations with 80% of partners living within a 10km radius of their principal place of work.
- **NEGATIVE** - Organizations that fail to meet either of the above criteria.

1.3 Work Related Travel

Work-related travel should be minimized where possible.

- **POSITIVE** – Work-related average travel of less than 1,000km per partner, per year.
- **NEUTRAL** - Work-related average travel of less than 2,000km per partner, per year but more than 1,000km per year.
- **NEGATIVE** - Work related average travel of more than 2,000km per partner, per year.
- **DOUBLE NEGATIVE** – Use of private or chartered aircraft for work related travel

Work-related travel excludes daily commuting but includes remote workers travelling to facilities owned by the organization.

Work-related travel by non-greenhouse gas emitting modes of transport is excluded from the calculation.

2.0 Environmental Impact

Consideration of how the environment is impacted when the product is used or when the service is provided.

2.1 Consumption of Natural Resources

When compared with the performance of the median equivalent product or service that is currently available in the local marketplace:

- **POSITIVE** - The consumption of energy or natural resources that are greater than 25% more efficient by restoration.
- **NEUTRAL** - The consumption of energy or natural resources that are more efficient, but less than 25% more efficient by restoration.
- **NEGATIVE** - The consumption of energy or natural resources that are less efficient by restoration.

The median equivalent product or service must be specified, and its selection justified.

Products or services that consume little to zero natural resources can be considered neutral.

2.2 Harmful Emissions

When compared with the performance of the median equivalent product or service that is currently available in the local marketplace:

- **POSITIVE** - Harmful emissions released into the atmosphere are more than 50% lower.
- **NEUTRAL** - Harmful emissions released into the atmosphere are lower or the same, but less than 50% lower.
- **NEGATIVE** - The Harmful emissions released to the atmosphere are higher.

The median equivalent product or service must be specified, and its selection justified.

Products or services that emit little to zero harmful emissions can be considered neutral.

2.3 Societal Impact

The effect on people and communities when the product is used, or the service accessed:

- **POSITIVE** - Positive societal impact can be demonstrated and there are no known negative consequences.
- **NEUTRAL** - There are no known negative consequences.
- **NEGATIVE** - There are known negative consequences.

A statement is required to summarize any claimed positive societal impact(s).

Known negative consequences must be declared.

Oversight regarding societal impact should include input from local Citizens Assemblies.

3.0 Production

Consideration of how the environment is impacted when the product is, or the service is produced.

3.1 Natural Resources

The natural resources required to produce the product or service are a component part of the product or service.

- **POSITIVE** - The natural resources used reverse environmental damage or lead to environmental rejuvenation without any known negative implications.
- **NEUTRAL** - The natural resources used in production are sustainable and their extraction causes no known environmental damage.
- **NEGATIVE** - The natural resources used are not sustainable, or their extraction causes environmental damage.

All natural resources used in the production of the product or service, or that are a component part of the product must be listed and the quantity used specified. The listing should include the quantity per product and the total amount used by the producer.

A statement is required to summarize any claimed reversal of environmental damage or environmental rejuvenation. Any known environmental damage connected to the use of natural resources used to produce the product or service, or in the extraction of the natural resource must be declared.

3.2 Power Consumption/Efficiency

When compared with median equivalent products or services that are currently available in the local marketplace:

- **POSITIVE** - The consumption of fuel or natural resources used during production is more than 50% more efficient by restoration.
- **NEUTRAL** - The consumption of fuel or natural resources used during production is than 20% more efficient, but less than 50% more efficient by restoration.
- **NEGATIVE** - The consumption of fuel or natural resources used during production is less than 20% more efficient by restoration.

The median equivalent product or service must be specified, and its selection justified.

3.3 Harmful Emissions

When compared with the performance of the median equivalent product or service that is currently available in the local marketplace:

- **POSITIVE** - Harmful emissions released into the atmosphere are more than 50% lower.
- **NEUTRAL** - Harmful emissions released into the atmosphere are more than 20% lower, but not more than 50% lower.
- **NEGATIVE** - Harmful emissions released into the atmosphere are less than 20% lower.

The median equivalent product or service must be specified, and its selection justified.

4.0 Supply Chain

Consideration of the supply chain.

4.1 Local Supply

To minimize greenhouse gas emissions within the supply chain:

- **POSITIVE** - All supplies are sourced within a 50km radius of the organization's principal place of work.
- **NEUTRAL** - 80% of supplies, by value, are located within a 50km radius of the organization's principal place of work.
- **NEGATIVE** - Neither of the above criteria are met.

All suppliers must be declared, including their location and the total amount spent with each supplier.

4.2 Supplier's Environmental Accountability

To avoid organizations 'exporting' negative environmental activity and to incentivize overall environmental accountability:

- **POSITIVE** - All supplies are sourced from suppliers that meet the requirements to be categorized as positive under the Production requirements for natural resources, power consumption/efficiency and harmful emissions.
- **NEUTRAL** - All supplies are sourced from suppliers that meet the requirements to be categorized as positive or neutral under the Production requirements for natural resources, power consumption/efficiency and harmful emissions.
- **NEGATIVE** - Neither of the above criteria are met.

Declarations of compliance with the requirements outlined above on behalf of the supplier are the joint responsibility of the purchasing organization and the supplier.

4.3 Supplier's Ownership

To avoid organizations 'exporting' the exploitation of workers:

- **POSITIVE** - Partner Owned and Publicly Owned organizations.
- **NEUTRAL** - Privately Owned organizations in which the ownership is actively engaged in the day-to-day operations.
- **NEGATIVE** - Privately owned organizations where the ownership is not involved in the day-to-day operations.

5.0 Lifetime

5.1 Service Life

The time from the sale/purchase of the product or service to the point where the product or service is no longer functional.

When compared with the performance of the median equivalent product or service that is currently available in the local marketplace:

- **POSITIVE** - Service life is more than 25% longer.
- **NEUTRAL** - Service life is longer or equal to, but less than 25% longer.
- **NEGATIVE** – Service life is shorter.

The median equivalent product or service must be specified, and its selection justified.

5.2 Repairability

The degree to and ease with which a product can be repaired and maintained.

- **POSITIVE** - The product supplier will return the product to its original level of functionality for less than 50% of the original purchase price.
- **NEUTRAL** - The product can be disassembled and reassembled with ease. Service/repair documentation, all required tools and replacements parts are generally available at non-prohibitive pricing levels.
- **NEGATIVE** - Neither of the above clauses are met.
- **DOUBLE NEGATIVE** - Products with built-in or planned obsolescence where extended functionality is not a realistic expectation.

Where products or services may be outside the scope of this clause, in such cases the reasoning should be declared.

5.3 Recyclability and/or Reintegration into the Environment

The degree to which a product may be re-used, recycled, or reintegrated into the environment:

- **POSITIVE** - 100% of the product, including packaging, is suitable for recycling and reintegration into the environment.
- **NEUTRAL** - More than 50% of the product, including packaging, is suitable for recycling and reintegration into the environment.
- **NEGATIVE** - Neither of the above clauses are met.
- **DOUBLE NEGATIVE** - Products where any component part including packaging is detrimental to the environment at the end of the Service Life

Where products or services may be outside the scope of this clause, in such cases the reasoning should be declared.

6.0 Intellectual Property

6.1 Ownership of Intellectual Property (including copyrights, patents, trademarks, and trade secrets etc.)

- **DOUBLE POSITIVE** - Any Intellectual Property created within the organization is shared publicly without charge to encourage innovation.
- **POSITIVE** - No Intellectual Property rights are owned by the organization.
- **NEUTRAL** - The originator of the Intellectual Property owned by the organization is an active member of the organization.
- **NEGATIVE** - The organization holds Intellectual Property that did not originate within its organization.

All Intellectual Property owned by an organization must be disclosed.

6.2 Use of Intellectual Property (including copyrights, patents, trademarks, and trade secrets etc.)

- **POSITIVE** - Intellectual property is in the commons.
- **NEUTRAL** - Intellectual Property is currently used with products or services sold by the organization.
- **NEGATIVE** - Intellectual Property owned by the organization is used under license by 3rd parties in products or services sold by the 3rd parties.
- **DOUBLE NEGATIVE** - The organization holds Intellectual Property that it is not actively used.

Details on the current use of all Intellectual Property owned by an organization must be disclosed.

Where an organization offers a mix of products or services the GNDE OE should be completed for each product/product family or service. To determine an organization's overall rating each rating should be factored against the percentage of overall revenues for that product or service and the ratings aggregated.

GNDE OE Rating Table

1 Organization

	Ownership (1.1)	Local Employment (1.2)	Business Travel (1.3)	GNDE RATING (1)
POSITIVE	15 ✓	5 ✓	5 ✓	25
NEUTRAL	0	0	0	
NEGATIVE	-15	-5	-5	

2 Environmental Impact

	Consumption of Natural Resources (2.1)	Harmful Emissions (2.2)	Societal Impact (2.3)	GNDE RATING (2)
POSITIVE	10 ✓	10 ✓	5 ✓	25
NEUTRAL	0	0	0	
NEGATIVE	-10	-10	-5	

3 Production

	Natural Resources (3.1)	Power Consumption/Efficiency (3.2)	Harmful Emissions (3.3)	GNDE RATING (3)
POSITIVE	10 ✓	10 ✓	5 ✓	25
NEUTRAL	0	0	0	
NEGATIVE	-10	-10	-5	

4 Suppliers

	Local Supply (4.1)	Environmental Accountability (4.2)	Supplier Ownership (4.3)	GNDE RATING (4)
POSITIVE	2.5 ✓	5 ✓	2.5 ✓	10
NEUTRAL	0	0	0	
NEGATIVE	-2.5	-5	-2.5	

5 Lifetime of Product

	Service Life (5.1)	Repairability (5.2)	Recyclability (5.3)	GNDE RATING (5)
POSITIVE	2.5 ✓	2.5 ✓	2.5 ✓	7.5
NEUTRAL	0	0	0	
NEGATIVE	-2.5	-2.5	-2.5	
NEGATIVE x2		-5	-5	

6 Intellectual Property

	IP Ownership (6.1)	IP Use (6.2)	GNDE RATING (6)
POSITIVE x2	5 ✓	5	7.5
POSITIVE	2.5	2.5 ✓	
NEUTRAL	0	0	
NEGATIVE	-2.5	-2.5	
NEGATIVE x2		-5	

GNDE OE RATING:

100