

# Eco-social Synergies: Legal Challenges at the Intersection of the Environmental and Employment Realms

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## PANEL 1. The Environmental and Labour Encounters from a Legal Perspective

### ABSTRACT

#### Ecological Whistleblowing for Worker Dignity and Voice

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Until today there have been many reminders that the combined challenges of our times like climate crisis, pandemic, deep inequalities and systematic corruptions cannot be solved unless the truth is exposed and wrongdoings are disclosed. Unlawful acts and ecological destruction which increase these crises are usually brought to light only by individuals who blow the whistle on the violations which they witness in their daily lives. Despite uncertainties regarding the term, its definition and content, whistleblowing is actually one of the most effective ways for ensuring transparency, accountability and public oversight besides preventing corruption. In this respect, many workers become whistleblowers and can detect more fraud than traditional actors such as auditors and supervisory organizations. Having an essential role against ecological degradation, ecological whistleblowing at work constitutes an important and emerging aspect of whistleblowing in the era of climate crisis. Together with NGOs, legal sources including EU Directive 2019/1937 on whistleblowers (and its transposition in the EU member states), Council of Europe instruments and French legislation are significant developments related to ecological whistleblowing at work. By focusing on ecological whistleblowing of private sector workers in order to analyze the interaction between labour law and whistleblowing through the protection of nature, this presentation aims to introduce some solution offers under a comparative and critical approach regarding legislation and practice for guaranteeing worker dignity and voice. Accordingly, all workers must have the right to whistleblow against ecological breaches which is exercised in a fair, effective and transparent manner. Since ecological whistleblowing at work has the capacity to be successful in several dimensions like worker participation, ecological sustainability, democracy, social justice and worker empowerment against employer's ecologically harmful conducts, it is indispensable for better protection and enforcement of labour rights.