



# Sustainable critical minerals supply chains for decent work

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Just transitions towards environmentally sustainable economies and societies

## ▶ Strengthened governance

- Just transition towards environmentally sustainable economies and societies (ILO Guidelines)
- Responsible Business Conduct

## ▶ Strengthening and protecting labour rights:

- ILS and Fundamental Principles and Rights at Work
- Occupational Safety and Health (OSH)
- Gender Equality
- Indigenous Peoples

## ▶ Increased value creation: skills development, local content, and SME development



## ILS and Fundamental Principles and Rights at Work

- Critical to ensure a level-playing field in terms of working conditions
- Focus on effective implementation of ILS in law and practice
- Range of ILS relevant to ensure decent work in critical minerals supply chains (mining specific, skills development, employment, social protection, etc.)
- FPRW highly critical given unique challenges and opportunities the mining industry presents

### In focus

#### COTECCO - Combatting Child Labor in the Democratic Republic of the Congo's Cobalt Industry

- ✓ Increased common understanding of the challenges and opportunities for addressing child labour in the DRC's cobalt industry;
- ✓ Increased capacity of the government and other relevant stakeholders to address child labour in the DRC's cobalt industry;
- ✓ Improved monitoring and remediation efforts by the private sector of child labour in the cobalt supply chain



# Strengthening Governance

In focus

**RBCLAC II –Responsible  
Business Conduct in Latin  
America and the Caribbean,**

## Responsible Business Conduct

- Based on the principles of the ILO MNE Declaration, engaging with governments, employers' and workers' organizations and enterprises
- ILO support focuses on labour aspects of the business and human rights agenda, due diligence and engagement of key stakeholders
- Partnerships with EU, OECD, OHCHR, ITC, UNDP to promote sustainable and inclusive growth through policy frameworks (e.g. NAPs on business and human rights), institutional strengthening, social dialogue and engagement with industry and supply chain actors, SME training on RBC and HRDD
- Partnerships with UNCTAD, UNIDO, WAIPA to support Investment Promotion Agencies to attract quality investments supporting sustainable development
- ILO Helpdesk for Business: a one-stop for companies to align their policies with the principles of ILS
- Avoid “race to the bottom” in labour rights and environmental standards and harness decent work opportunities linked to increased demand for critical materials



# Occupational Safety and Health (OSH)

In focus

- Several OSH challenges that warrant increased attention, from extraction to disposal, have led to the specific Safety and Health in Mines Convention, 1995 (No. 176).
- 35 countries have ratified the convention and committed to protecting the right to a safe and healthy working environment in mining in law and in practice.
- Additional tools and instruments include the Safety and health in underground coal mines (2006) and the Safety and health in opencast mines (2018) codes of practice.
- Together they offer guidance for governments, employers and workers in their application in national legislation and on mine sites.

## Technical support for ratification and implementation

- ✓ Developed and coordinated legislative gap analyses between national legislation and C176.
- ✓ Built capacity to understand, promote and implement C176 (Chile, Pakistan and Kazakhstan) and the codes of practice
- ✓ Raised awareness on the importance of ratification of C176 together with global union federations.



# Protecting Labour Rights of Indigenous Peoples

- Critical minerals often located in or close to lands traditionally occupied or used by indigenous peoples.
- Consultation and participation are key principles of ILO **Convention No.169**, which is the only international treaty open for ratification that deals exclusively with the rights of Indigenous Peoples.
- Meaningful consultation requires legislation, adequate public policies, and mechanisms to ensure respect for indigenous and tribal peoples' rights and legitimate interests, particularly in the context of mining and exploration.
- The ILO has developed a **C169 Toolbox** along with several initiatives for promoting the rights of Indigenous Peoples that can be applied to the mining industry.

In focus



# Increased Value Creation

## Skills development and local content creation

- Main challenges in critical materials supply chains include skills gap and shortages.
- Targeted and **demand-driven training programmes** to be developed with industry are needed to close skills gaps.
- Whole-of-government approach based on social dialogue with social partners, ensuring coordinated efforts and coherent policies.
- Various assessment tools for future skills needs in the labour market in a strategic way, using consistent and systematic methods.
- Promoting **B2B linkages** to foster local beneficiation and inclusive growth in countries of operations.

In focus

## Skills Development for Increased Employability Programme

- ✓ A development cooperation project in Zambia provided the opportunity to carry out a **mining sector skills anticipation study**.
- ✓ A Skills Strategy for the Mining Sector was elaborated and considered the nuanced challenges for women in the sector.
- ✓ Tripartite consultations were held and social dialogue amongst constituents has been strengthened.
- ✓ A tripartite sector skills council was established and is now under discussion as part of the Employment Code Act legal review process.

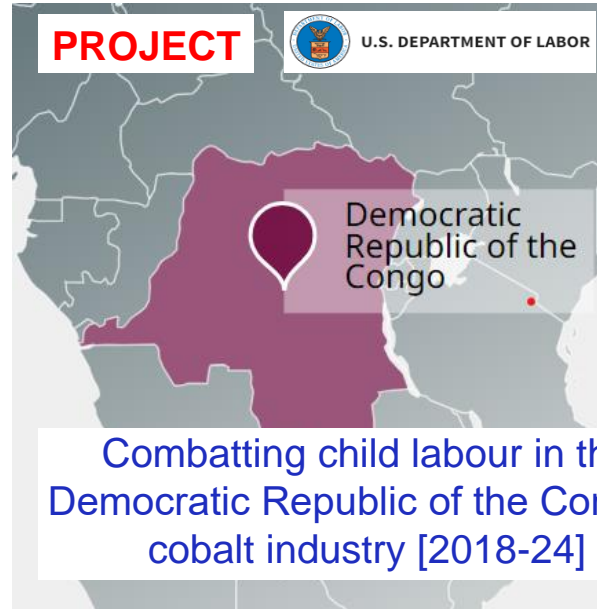


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## Development cooperation & technical support



Current and future work in the lithium value chain in Argentina [2024]



Combating child labour in the Democratic Republic of the Congo's cobalt industry [2018-24]



Skills development for increased employability programme [2023-27]



Improving workers' rights in nickel mining operations in Indonesia, with a focus on women [2020-2024]



Capacity building for the promotion and implementation of the Safety and Health in Mines Convention, 1995 [C176]

## ► Points for discussion

### ➤ Synergies and collaboration in thematic areas and target countries

- Piloting UNSG Panel on Critical Energy Transition Minerals Guiding Principles
- Entry points for a comprehensive intervention at macro, meso, micro levels