



TUNGO SUBMISSION – 18 October 2023

## **Call for Inputs on guidelines and policy frameworks to promote just transition of the workforce and the creation of decent work and quality jobs**

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### **Introduction**

The International Trade Union Confederation (ITUC) is making this submission in name of the Trade Unions NGOs (TUNGO) the observer grouping representing workers and trade unions at the United Nations Framework Convention on Climate Change (UNFCCC). The ITUC is the global voice of the world's working people. Its primary mission is the promotion and defence of workers' rights and interests, through international cooperation between trade unions, global campaigning and advocacy within the major global institutions. Its main areas of activity include the following: trade union and human rights; economy, society and the workplace; equality and non-discrimination; and international solidarity. The ITUC represents 191 million workers in 167 countries and territories and has 337 national affiliates.

The ITUC received input for this submission from the International Transport Workers' Federation (ITF), the Building, Building Materials, Wood, Forestry and Allied sectors federation (BWI), IndustriALL Global Union and Industriall Europe, and from national affiliates.

This submission is in reply to the call for 'inputs on guidelines and policy frameworks to promote just transition of the workforce and the creation of decent work and quality jobs' of the Katowice Committee on Impacts (KCI). The KCI is a constituted body at the UNFCCC which provides technical support to the forum on impacts of the implementation of response measures.

Workers, their families and communities are affected in multiple ways by the climate crisis, both in their jobs, where they are increasingly working in extreme temperatures and unadapted environments, and also in their livelihoods, where they are vulnerable to bearing the brunt of businesses being forced to close as a result of climate-related sectoral disruption. Many are forced to migrate when they are displaced from their traditional livelihoods or when decent work at home literally dries up. Beyond climate change and environmental disruptions, workers may also be adversely affected by mitigation and adaptation policies. The global labour movement has proposed the concept of 'just transition' to deal in a comprehensive way with the social impact of the climate crisis. It is also a crucial enabler that will allow policy makers in the global

North as well as in the South to step up the level of ambition of climate policies in line with the scientific recommendations of the Sixth Assessment Report of the Intergovernmental Panel on Climate Change (IPCC AR6).

The global labour movement proposes the following definition of a just transition that can be used to guide the work at UNFCCC:

**A just transition** secures the future and livelihoods of workers and their communities during the transition to a low-carbon economy, effectively limiting global temperature rises to 1.5 °C above pre-industrial levels.

Just Transition plans should be co-created with workers and their trade unions to provide and guarantee decent work, social protection, training opportunities and job security for all workers affected by global warming and climate change policies.

Plans must be underpinned by the fundamental labour rights of freedom of association and collective bargaining and facilitated through social dialogue between workers and their unions, employers and governments as established by the ILO.

A just transition requires guarantees for intra-, intergenerational and gender equity, racial justice, respect for the rights of indigenous peoples, impacted communities and migrants and promotes and protects human rights and ILO fundamental labour rights.

### **Inputs presented by ITUC.**

This list is a sample of eleven just transition policy frameworks, guidelines and tools developed by members of the global trade union movement or with their active collaboration. Many more initiatives are taken, especially at the national and company level. It also includes two examples of government initiatives and one from an international organisation that are supported by the trade unions. The presentation of inputs will follow the outline as provided in the call for inputs.

#### **1/ BLUEPRINT FOR WORKERS (Confederation of South African Trade Unions)**

1. Nature of the document: Guideline/Tool
2. Scope of application: National application
3. Usage: Voluntary
4. Target users: Public policy
5. Specificity: multiple sectors (energy and mining, transport, agriculture, cross cutting)/ broad
6. Elements covered: Impact assessments; Stakeholder consultation/engagement; Job creation; Training, re-training, retooling, and reskilling; Social protection;

7. Short summary: The Confederation of South African Trade Unions (COSATU) has developed this document as a “Just Transition Blueprint for Workers”. This document is targeted towards workers who are also part of communities. It thus prioritises the interests of workers and communities which are inherently linked constituencies.
8. <http://mediadon.co.za/wp-content/uploads/2022/04/COSATU-Just-Transition-Blueprint-Full-version.pdf>

## **2/ A GUIDE FOR TRADE UNIONS (European Trade Union Confederation)**

1. Nature of the document: Guideline/Tool
2. Scope of application: National application/
3. Usage: Voluntary
4. Target users: Public policy / Private sector
5. Specificity: broad.
6. Elements covered: Impact assessments; Stakeholder consultation/engagement; Job creation; Training, re-training, retooling, and reskilling; Social protection.
7. Short summary: A guide on how to involve trade unions in climate action to build a just transition.
8. [https://www.etuc.org/sites/default/files/publication/file/2018-09/Final%20FUPA%20Guide\\_EN.pdf](https://www.etuc.org/sites/default/files/publication/file/2018-09/Final%20FUPA%20Guide_EN.pdf)

## **3/ JUST TRANSITION: A BUSINESS GUIDE (ITUC Just Transition Center & B-Team)**

1. Nature of the document: Guideline/Tool
2. Scope of application: International application
3. Usage: Voluntary
4. Target users: Private sector
5. Specificity: broad
6. Elements covered - Impact assessments; Stakeholder consultation/engagement; Job creation; Training, re-training, retooling, and reskilling; Social protection; Other.
7. Short summary:  
This guidance is intended for companies that have or will commit to net-zero emissions or another, science-based climate goal. It outlines the practical considerations, steps and processes companies should follow to ensure a just transition for the company’s workers and the communities where the company operates.

8. <https://bteam.org/assets/reports/Just-Transition-A-Business-Guide.pdf>

#### **4/ SECURING A JUST TRANSITION (Australian Council of Trade Unions)**

1. Nature of the document: Guideline/Tool
2. Scope of application: National application
3. Usage: Voluntary
4. Target users: Private sector
5. Specificity: broad
6. Elements covered - Impact assessments; Stakeholder consultation/engagement; Job creation; Training, re-training, retooling, and reskilling; Social protection.
7. Short summary: Guidance to assist investors and asset managers support a just transition.
8. [https://actuorg.azurefd.net/media/media/1449436/securing-a-just-transition\\_feb2021.pdf](https://actuorg.azurefd.net/media/media/1449436/securing-a-just-transition_feb2021.pdf)

#### **5/ A TRADE UNION GUIDE OF PRACTICE FOR A JUST TRANSITION (IndustriALL GLOBAL)**

1. Nature of the document: Guideline/Tool
2. Scope of application: National application & International application
3. Usage: Voluntary
4. Target users: Private sector
5. Specificity: Industrial sectors
6. Elements covered - Impact assessments; Stakeholder consultation/engagement; Job creation; Training, re-training, retooling, and reskilling; Social protection.
7. Short summary: The purpose of this guide is to support efforts by IndustriALL Global Union affiliates to plan, launch and win a strong Just Transition framework.
8. [https://www.industrial-union.org/sites/default/files/uploads/images/FutureOfWork/JustTransition/guide\\_of\\_practice\\_en\\_web.pdf](https://www.industrial-union.org/sites/default/files/uploads/images/FutureOfWork/JustTransition/guide_of_practice_en_web.pdf)

## **6/ JUST TRANSITION MANIFESTO (IndustrialAll Europe)**

1. Nature of the document: Policy Framework/Guideline/Tool
2. Scope of application: National application & International application
3. Usage: Voluntary
4. Target users: Private sector
5. Specificity: Industrial sectors
6. Elements covered - Impact assessments; Stakeholder consultation/engagement; Job creation; Training, re-training, retooling, and reskilling; Social protection.
7. Short summary: 'Just Transition', has finally made its way into the common language of European policymakers and national leaders. For trade unions, Just Transition means the transformation of the economy in a fair and inclusive manner to ensure the maintenance and creation of good quality jobs. The participation of workers and their trade unions in the anticipation and social management of industrial change is a prerequisite. The Manifesto provides policy demands and a toolbox of rights to ensure that transitions are smooth for individual workers.
8. <https://news.industrial-all-europe.eu/p/justtransition>  
[https://news.industrial-all-europe.eu/documents/upload/2022/10/638010772890539713\\_JT\\_May\\_Manifesto\\_short-EN.pdf](https://news.industrial-all-europe.eu/documents/upload/2022/10/638010772890539713_JT_May_Manifesto_short-EN.pdf)  
<https://justtransition.industrial-all-europe.eu/>

## **7/ JUST TRANSITION COMPANY DOUGHNUT TOOL (CISL and others, Europe)**

1. Nature of the document: Tool
2. Scope of application: National application
3. Usage: Voluntary
4. Target users: Private sector
5. Specificity: multiple sectors
6. Elements covered: Impact assessments
7. Short summary: This is a concrete analyses tool to support trade unions at the company level in taking steps through social dialogue towards a suitable future. By filling out the questionnaire the union representatives get a representation of their company's situation, according to Kate Raworth's Doughnut Economy scheme.
8. <https://justtransition.cisl.it/en-EN/Home>

## **8/ MARITIME JUST TRANSITION TASK FORCE (UNGC, Global)**

1. Nature of the document: Policy Framework
2. Scope of application: International application
3. Usage: Voluntary
4. Target users: Public policy / Private sector
5. Specificity: Sector specific, maritime transport
6. Elements covered: Impact assessments; Stakeholder consultation/engagement.

Job creation; Training, re-training, retooling, and reskilling; Social protection.

7. Short summary: The Marine Just Transition Task Force was established during COP26 in November 2021, by the International Chamber of Shipping (ICS), the International Transport Workers' Federation (ITF), the United Nations Global Compact, the International Labour Organization (ILO) and the International Maritime Organization (IMO). The Task Force has the aim of supporting a just and human-centred decarbonization of the shipping industry. It presented a 10-point Action Plan to achieve a Just Transition for seafarers.

8. Maritime Task Force 10 point action plan <https://unglobalcompact.org/take-action/think-labs/just-transition/about>

## **9/ A JUST TRANSITION FOR URBAN TRANSPORT WORKERS (International Transport Workers' Federation)**

1. Nature of the document: Policy Framework
2. Scope of application: International application
3. Usage: Voluntary
4. Target users: Public policy / Private sector
5. Specificity: Urban transport
6. Elements covered: Impact assessments; Stakeholder consultation/engagement; Job creation; Training, re-training, retooling, and reskilling; Social protection; Job creation; Training, re-training, retooling, and reskilling.

7. Short summary: A just transition in urban transport focuses on the need to make changes that reduce carbon emissions but at the same time combat existing inequalities. To meet the challenges of climate change justly, we must take into account the impacts on urban transport workers' security and welfare, on the communities who depend on urban transport, and involve unions in ensuring workers experiences, views and demands are represented in the process.

8. <https://www.itfglobal.org/en/resources/just-transition-urban-transport-workers-0>  
<https://www.itfglobal.org/en/resources/peoples-public-transport-policy-demands>  
[https://www.itfglobal.org/sites/default/files/node/resources/files/ITF\\_Just-Cities-Report\\_FA.pdf](https://www.itfglobal.org/sites/default/files/node/resources/files/ITF_Just-Cities-Report_FA.pdf)  
[https://www.ilo.org/sector/activities/sectoral-meetings/WCMS\\_726153/lang--en/index.htm](https://www.ilo.org/sector/activities/sectoral-meetings/WCMS_726153/lang--en/index.htm)  
[https://www.sum4all.org/data/files/how\\_to\\_unlock\\_public\\_transport\\_for\\_climate\\_and\\_sustainable\\_development-six\\_areas\\_for\\_action.pdf](https://www.sum4all.org/data/files/how_to_unlock_public_transport_for_climate_and_sustainable_development-six_areas_for_action.pdf)

## **10/ 100 ACTIONS ON CLIMATE JUSTICE (Building, Building Materials, Wood, Forestry and Allied sectors federation)**

1. Nature of the document: Policy Framework
2. Scope of application: International application
3. Usage: Voluntary
4. Target users: Private sector
5. Specificity: Construction, building materials, wood, forestry and allied sectors
6. Elements covered: Impact assessments; Stakeholder consultation/engagement.

Job creation; Training, re-training, retooling, and reskilling.

7. Short summary: Workers in the construction sector are critical in the shift towards a low-carbon and climate resilient world. They have a key role to play retrofitting and improving the energy-efficiency of buildings, expanding and maintaining sustainable forests and reducing the climate footprint of materials. They install clean energy infrastructure, strengthen the resilience of cities and towns, and re-build when crises hit. The report shows that trade union affiliates from different regions across the world are engaged in various climate justice activities from workers' protection, organising and training and coalition-building, to social dialogues and campaigns.

8. Attach your document: [https://www.bwint.org/nl\\_BE/cms/bwi-releases-100-climate-actions-report-calls-for-a-low-carbon-job-creating-future-2761?fbclid=IwAR3Ay8oBPPut\\_9ZsE39riseAxwSgB-SDG9o90a78dlq\\_u2yBES2vtomnX2w#scrollTop=0](https://www.bwint.org/nl_BE/cms/bwi-releases-100-climate-actions-report-calls-for-a-low-carbon-job-creating-future-2761?fbclid=IwAR3Ay8oBPPut_9ZsE39riseAxwSgB-SDG9o90a78dlq_u2yBES2vtomnX2w#scrollTop=0)

Further country examples of JT projects by unions in the building sector:

- Italy - <https://www.filleacgil.net/tutto/155-fillea/17371-5-azioni-per-la-giusta-transizione.html>
- Sweden - <https://www.byggnads.se/siteassets/rapporter/oversatta-rapporter/varldens-viktigaste-bygge-engelska.pdf?ts=8da33f8ca94c580>
- Spain - [IV Acuerdo para la transición hacia la neutralidad climática, el uso sostenible de los recursos, la protección del medio ambiente, la salud de las personas y la mejora de la competitividad del sector cementero español](#)

- UK <https://www.learnwithunite.org/environment/unite-environment-charter/>

### **11/ PROJET DE LABORATOIRES DE TRANSITION JUSTE (Fédération des travailleurs et travailleuses du Québec)**

1. Nature of the document: Guideline/Tool
2. Scope of application: National application
3. Usage: Voluntary
4. Target users: Private sector
5. Specificity: multiple sectors
6. Elements covered - Impact assessments; Stakeholder consultation/engagement; Job creation; Training, re-training, retooling, and reskilling; Social protection.
7. Short summary: With regard to public policies being put in place in the industrial sector to respond to the fight against climate change, unions have developed the concept of just transition to actively participate in decisions that affect them. Several unions affiliated with the FTQ have started transition laboratories following the call from the central office. They are at the company or sectoral level.
8. <https://ftq.qc.ca/projet-de-laboratoires-de-transition-juste/>

### **12/ SPAIN, TOWARDS A JUST ENERGY TRANSITION (Spanish government)**

1. Nature of the document: Policy Framework
2. Scope of application: National application
3. Usage: Mandatory
4. Target users: Public policy and Private sector
5. Specificity: Coal sector
6. Elements covered: Impact assessments; Stakeholder consultation/engagement; Economic diversification; Job creation; Training, re-training, retooling, and reskilling; Social protection.
7. Short summary: In February 2019 the Spanish government launched a Just Transition Strategy with an Urgent Action Plan to address the impacts experienced in coal-producing regions and by the shutdown of power plants. The government is rolling out an ambitious framework of measures and governance structures together with all the stakeholders to address the challenges of the energy transition.



8.

[https://www.transicionjusta.gob.es/Documents/Noticias/common/220707\\_Spain\\_JustTransition.pdf](https://www.transicionjusta.gob.es/Documents/Noticias/common/220707_Spain_JustTransition.pdf)

### **13/ THE JUST TRANSITION PARTNERSHIP TEAM (New Zealand Ministry of Business, Innovation, Employment)**

1. Nature of the document: Guideline/Tool
2. Scope of application: National application
3. Usage: Voluntary
4. Target users: Private sector
5. Specificity: Mining, Metals
6. Elements covered - Impact assessments; Stakeholder consultation/engagement; Job creation; Training, re-training, retooling, and reskilling; Social protection.
7. Short summary: The Just Transition Partnership team works across government, across portfolios and agency boundaries to:
  - a. support regions to plan effectively in response to major economic shocks,
  - b. align the interests of iwi, regions, sectors, and communities into partnerships that have an agreed vision and pathways to success.
  - c. works alongside other government agencies active in a region to ensure planning and implementation are aligned with central government objectives and funding streams.
8. <https://www.mbie.govt.nz/business-and-employment/economic-development/just-transition/the-just-transition-partnership-team/>

### **14/ JUST TRANSITION COMMISSION OF SCOTLAND**

1. Nature of the document: Guideline/Tool
2. Scope of application: National application
3. Usage: Voluntary
4. Target users: Public & Private sector
5. Specificity: broad
6. Elements covered - Impact assessments; Stakeholder consultation/engagement; Economic diversification; Job creation; Training, re-training, retooling, and reskilling; Social protection.

7. Short summary: This report sets view of some of the key challenges that need to be addressed if we are to deliver a just transition here in Scotland. It recommends practical steps that could be taken.
8. <https://www.gov.scot/binaries/content/documents/govscot/publications/advice-and-guidance/2021/03/transition-commission-national-mission-fairer-greener-scotland/documents/transition-commission-national-mission-fairer-greener-scotland/transition-commission-national-mission-fairer-greener-scotland/govscot%3Adocument/transition-commission-national-mission-fairer-greener-scotland.pdf>

## **15/ WORLD BENCHMARKING ALLIANCE**

1. Nature of the document: Policy Framework
2. Scope of application: International application
3. Usage: Voluntary
4. Target users: Private sector
5. Specificity: Multiple sectors
6. Elements covered: Impact assessments; Stakeholder consultation/engagement.  
Job creation; Training, re-training, retooling, and reskilling.
7. Short summary: The World Benchmarking Alliance’s pilot Just Transition Assessment covers 180 companies across three sectors: 100 oil and gas companies, 50 electric utilities and 30 automotive manufacturers. These assessments look at the social elements of the companies’ transition to a low-carbon future. They are based on the companies’ publicly available disclosures, which are assessed against our core social indicators and our new just transition indicators.
8. WBA Just Transition Assessment <https://www.worldbenchmarkingalliance.org/research/2021-just-transition-assessment/>

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**ITUC** International Trade Union Confederation

**CSI** Confédération syndicale internationale

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