



Environmental change and decent work: using labour policies for a just transition

African region awareness creation workshop to maximize the positive and minimize the negative impacts of the implementation of climate change response measures

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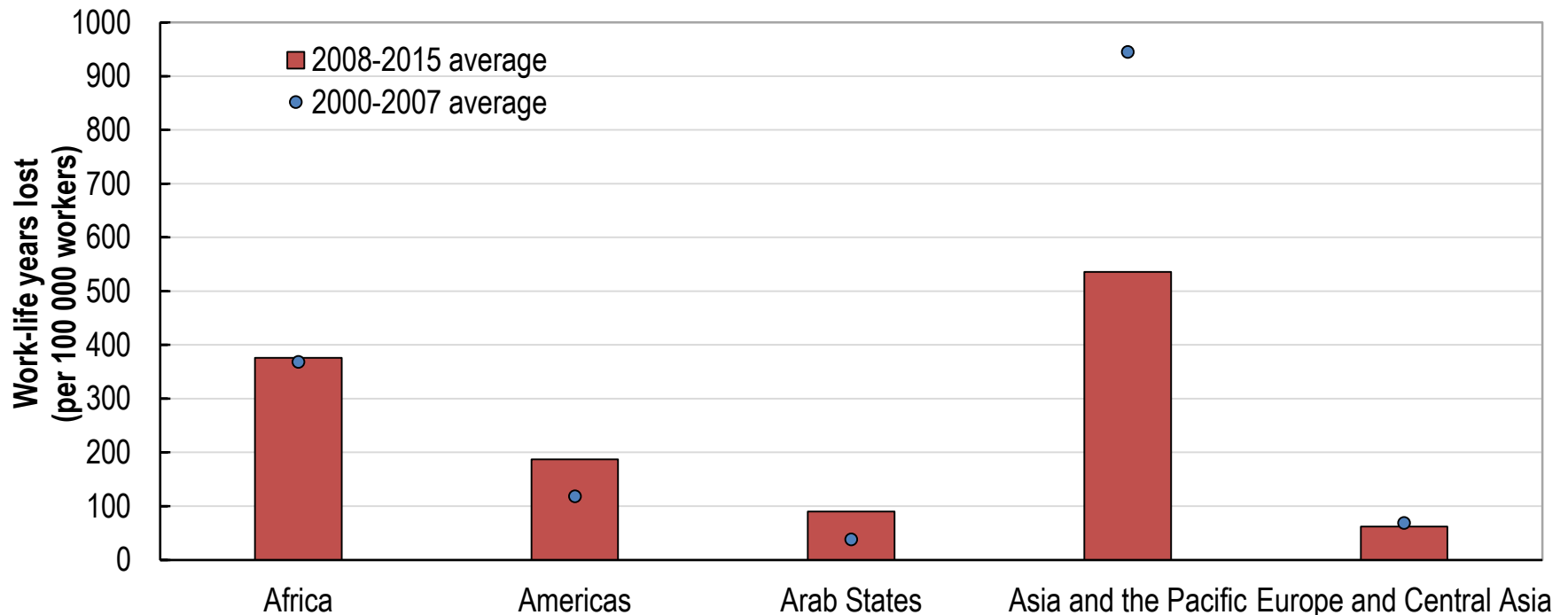


1. Why environmental sustainability is a labour issue

Human induced or enhanced natural disasters reduce productivity potential

Annually, 23 million working life years have been lost due to disasters induced or enhanced by human activity. Countries in Asia and the Pacific have been amongst the most affected.

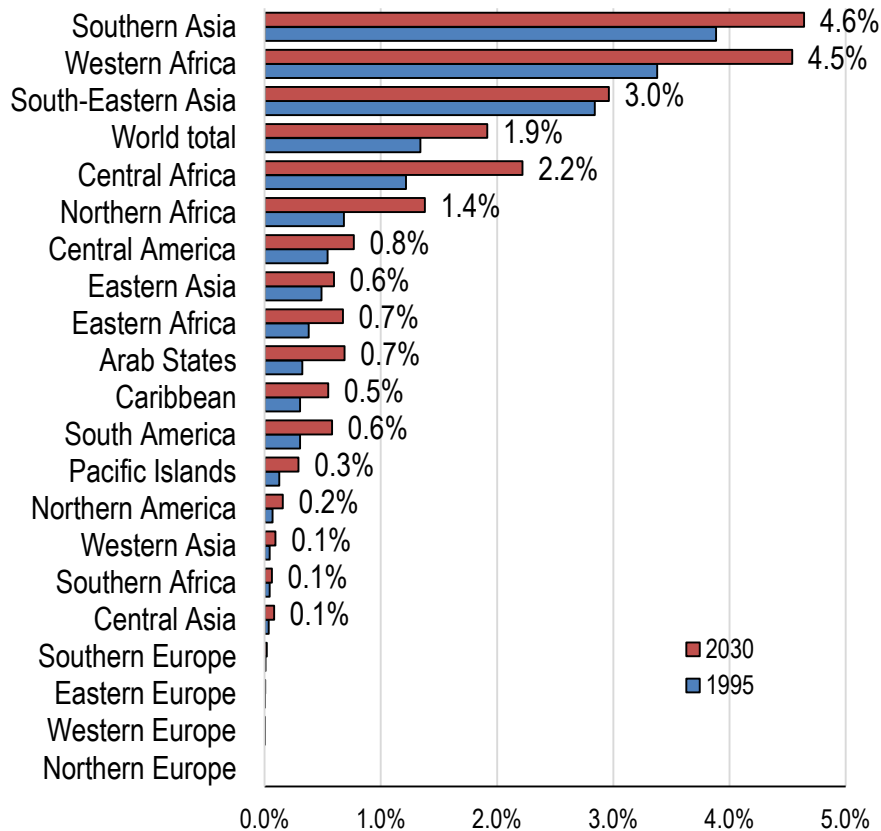
Working life years lost due to human-induced or climate change related disasters, 2000-15



Source: ILO calculations based on Noy (2014), EM-DAT Disaster Database, Global Health Observatory, United Nations population statistics, World Development Indicators, World Economic Outlook Database and ILOStat.

Heat stress will reduce workable hours in most regions

Percentage of working hours lost due to heat stress under a 1.5°C scenario, 1995-2030



Source: ILO calculations based on ILOStat and HadGEM2-ES and GFDL-ESM2M climate models.

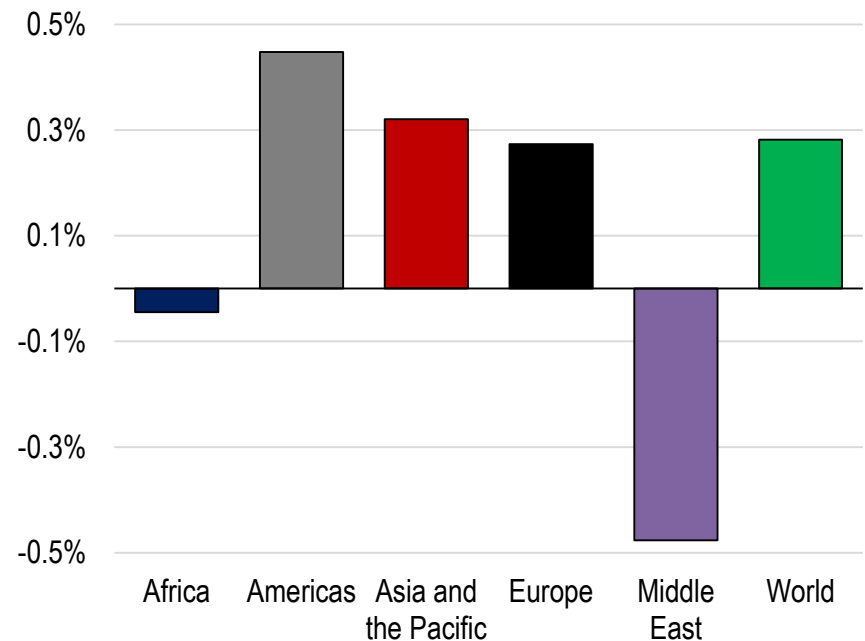
- Due to warming temperatures, some areas will become too hot to work.
- Under a conservative scenario of warming at 1.5 degrees, 1.9 per cent of work hours will be lost in 2030 (up from 1.3 per cent in 1995).
- Agriculture and construction will be hit the hardest

Net job creation after greening the energy sector

18 million net new jobs are waiting to be created by achieving sustainability in the energy sector, mostly in Asia and the Pacific

- Achieving the 2-degree goal brings net employment gains in most regions and industries.
 - Americas (+3M), Asia and the Pacific (+14M), Europe (+2M)
 - Construction (+6M), Manufacturing (+4M), Renewables (+2M)
- Important reallocation
 - Away from fossil fuels towards renewables
 - Within the mining and manufacturing sector towards inputs for electrical generation and distribution

Employment in a green energy scenario, 2030, compared to BAU, by region.



Source: ILO calculations based on Exiobase and IEA scenarios

Social dialogue as a driver of change

Social dialogue is key to a just transition

- Both workers and employers are increasingly recognized as “climate actors”
- ILS fostering social dialogue promote the adoption of green legislation and policies
- Currently laws do not provide for “green” rights at work (e.g. time off for training on environmental issues). Thus, the relevance of
 - green provisions in negotiated agreements (IFAs and national collective agreements).

International Framework Agreements (IFAs)

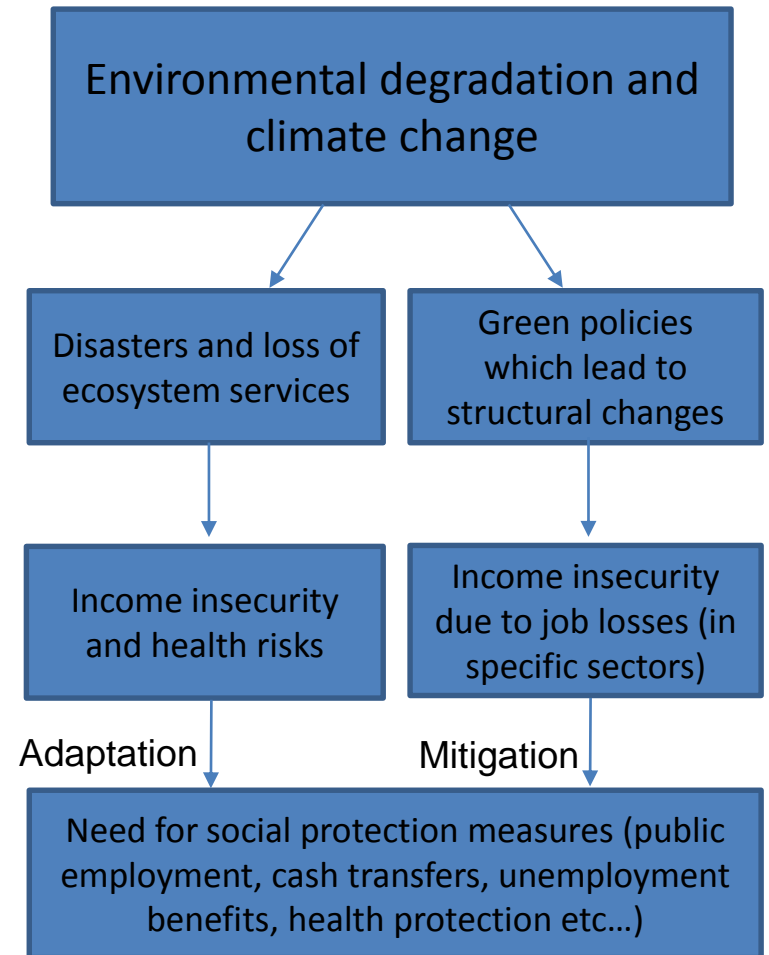
- 104 IFAs examined: 61 include green provisions; 20 of them negotiated by non-European MNEs.
- Of these 47.5% are in energy, manufacturing, automotive and construction
- Clauses have evolved: greater detail and complexity (e.g. provisions on enforcement and monitoring, transparency, support for a just transition).

National level collective agreements

- Measures to green the workplace and worker protection coupled with environmental protection (e.g. whistle-blower protection, right to refuse to work)
- *Ex.: Belgium (CCT98)- Eco-cheques, help workers gain access to and acquire ecological services and products.*
- *Negotiated commitments may eventually make their way into national legislation and policies- progressively building consensus*

Protecting workers and the environment

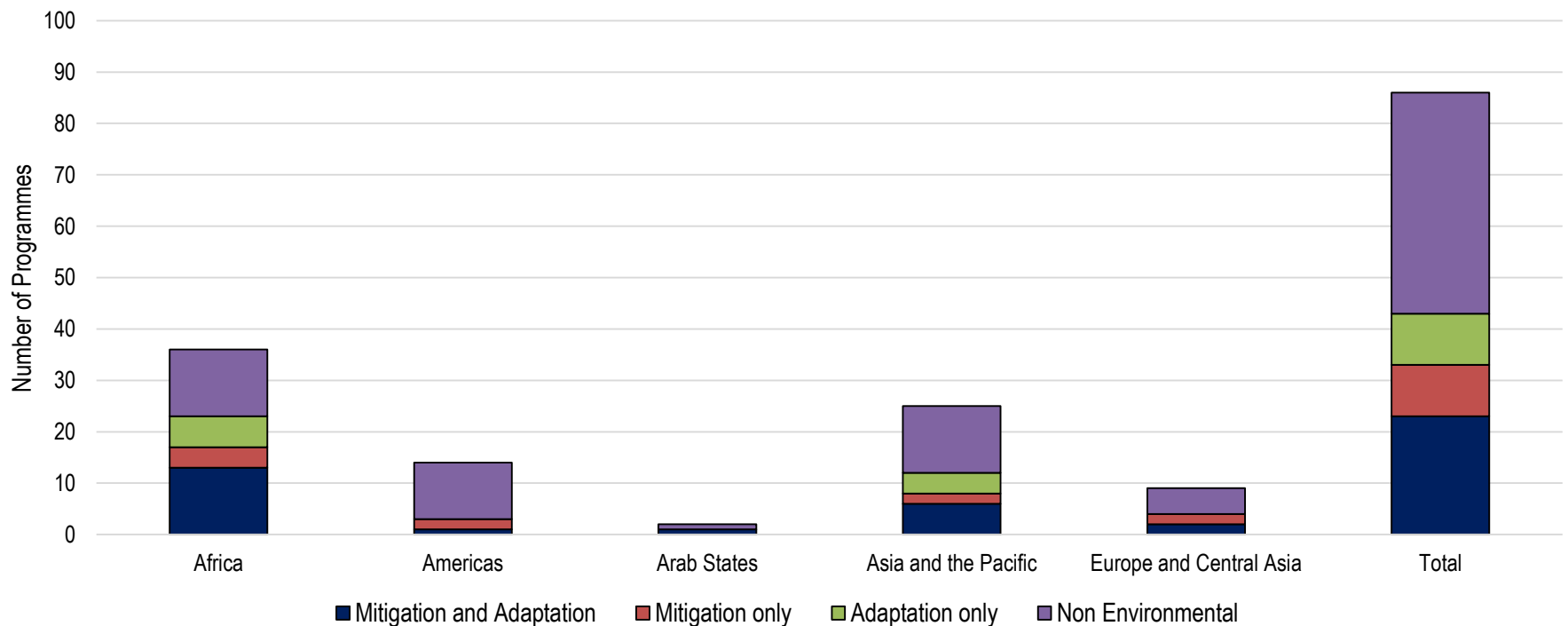
- **Social protection systems contribute to a just transition**
- **Four policy instruments:**
 - Public employment programmes (PEP)
 - Payment for ecosystem services (PES)
 - Cash transfers
 - Unemployment benefits
- **A macroeconomic simulation** projects the impact of environmentally oriented social protection on the global economy.



Combining social and environmental objectives in policy measures: PEP and PES

50 percent of PEPs have an environmental component;

Green components in public employment programmes (PEP)



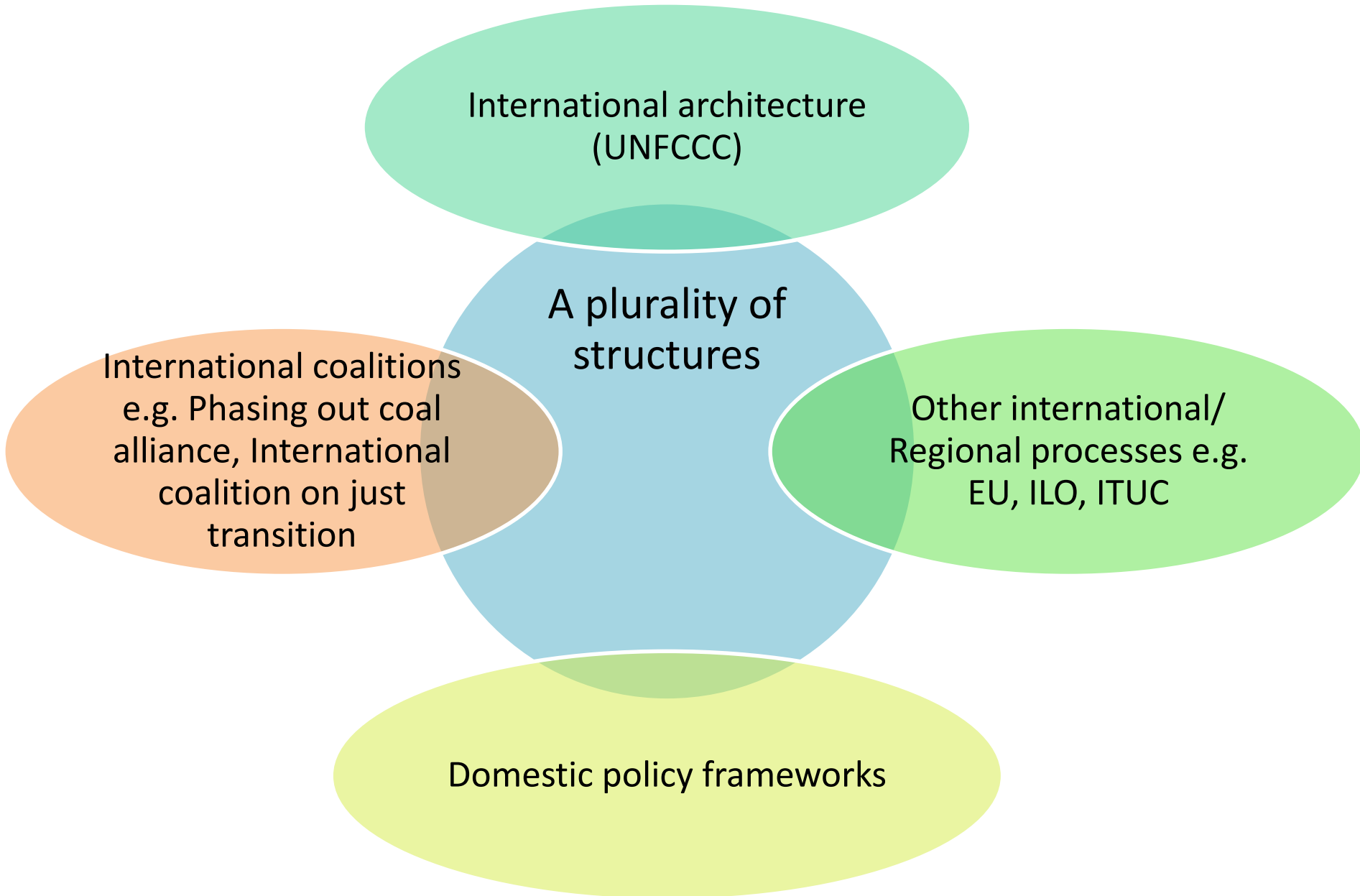
Source: ILO calculations based on data from 86 public work programmes in Subbarao et al. (2013).



2. Labour policies for a just transition



Governance structures

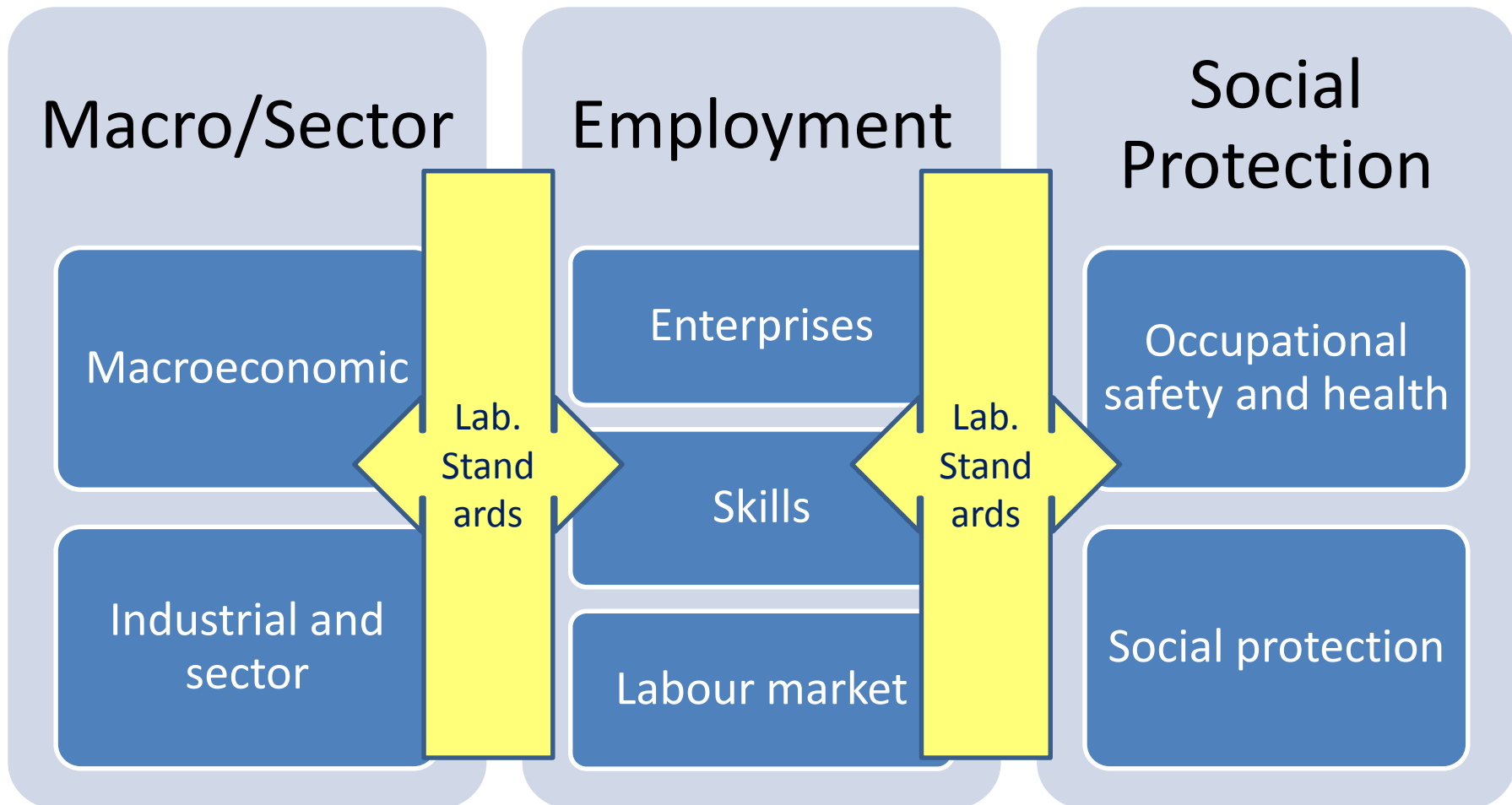


Guidelines for a Just Transition for all

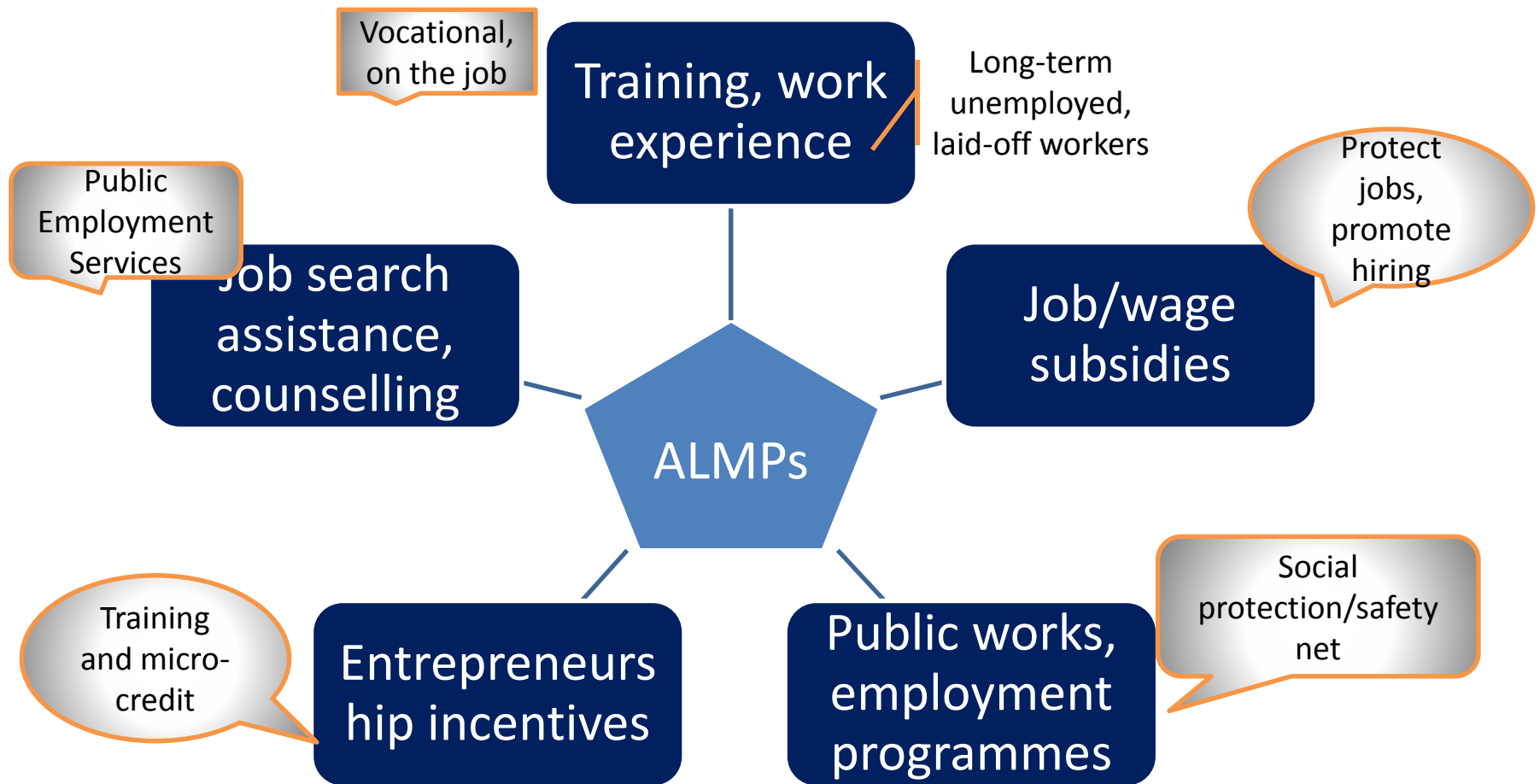


1. Policy coherence and effective institutional arrangements

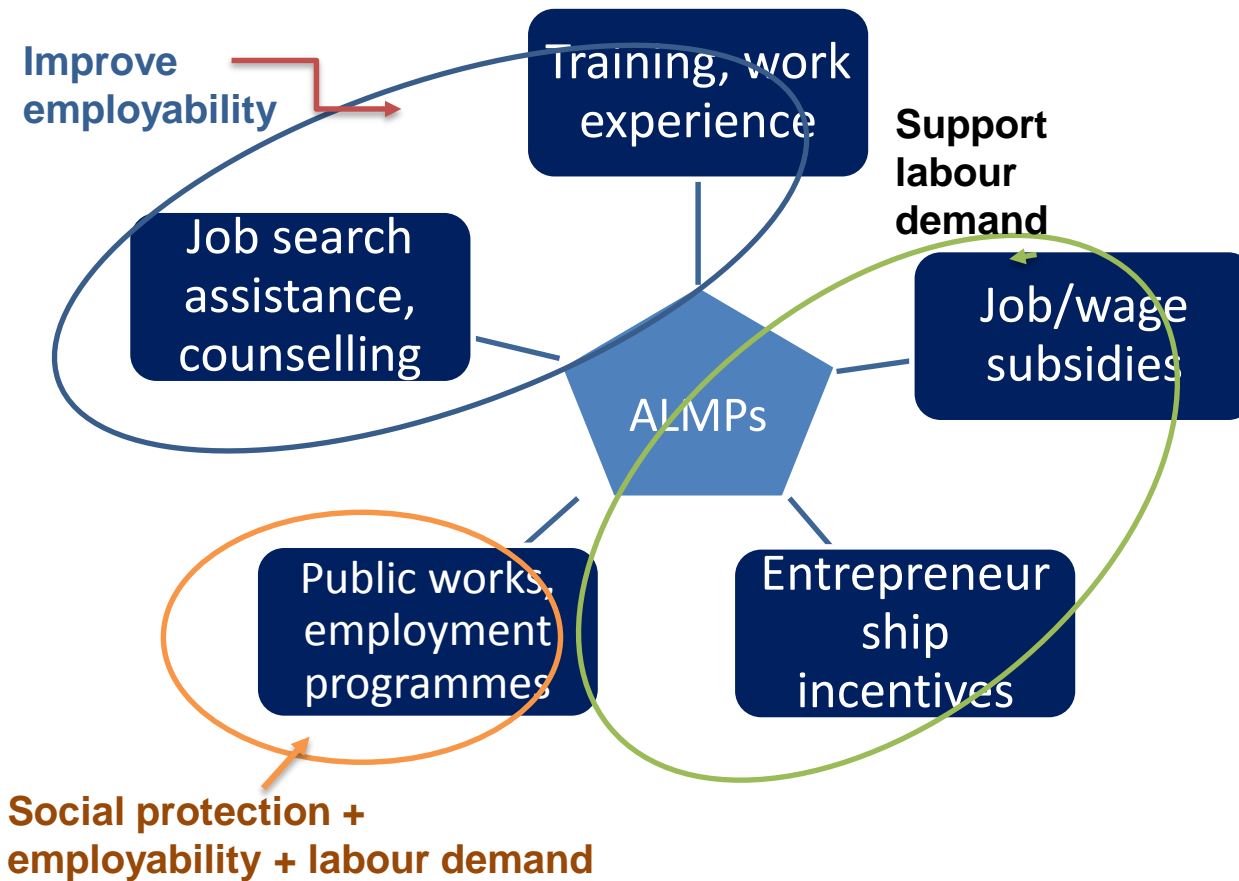
2. Social Dialogue



What are Active Labour Market Policies?



How ALMPs can help with just transition and decent work creation in the context of the implementation of response measures?



Developing and emerging economies with NEP that address environmental sustainability

Country	Year	Title
China	2017	Promotion of Employment and Entrepreneurship Policy
Comoros	2013	National Employment Policy Framework Document
Ghana	2015	National Employment Policy
Kenya	2013	Sessional Paper on Employment Policy and Strategy
Mauritius	2014	National Employment Policy, Fourth Draft
Mongolia	2016	State Policy on Employment
Morocco	2015	National Employment Strategy
The Philippines	2016	Green Jobs Act
Sri Lanka	2012	National Human Resources and Employment Policy

Source: Van der Ree, 2017

Countries with a national development framework that features green jobs

Barbados	2013	Barbados Medium Term Growth and Development Strategy (2013–20)
South Africa	2012	Our Future – Make it Work. National Development Plan 2030

Content of policies: type of policy measures

Type	Number
1. Policies to influence the demand for green jobs	40
2. Policies to influence the supply of workers willing, able and suited to undertake green jobs	26
3. Labour market institutions and intermediation	16

Score card

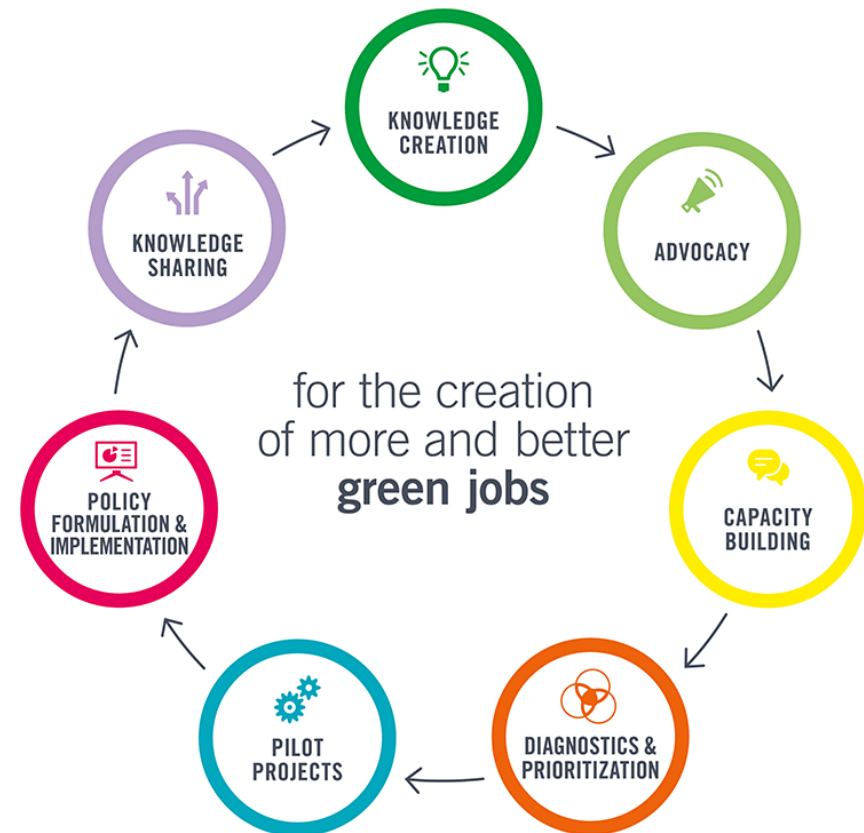
policy components related to environmental sustainability, climate change and/or green jobs

	CO M	ET H	G H A	KE N	M OR	MO NG	S Af r	S RL	M AU	BA RB	NA M	P HI	CH IN	AL L
Total green policy components	7	1	4	6	1	3	7	6	4	7	8	12	16	82
I. Policies to influence the demand for green jobs	3	1	1	1	1	3	4	3	1	2	5	7	8	40
1. Pro-employment macroeconomic policies														
• Monetary policy – quantitative easing, credit expansion						X	X							2
• Fiscal policy – stimulus packages, strategies to create fiscal space						X	X				X	X	X	5
• Investment policies and investment climate – includes investment in infrastructure, public services, green production and R&D	X									X	X	X	X	5
2. Sectoral policies: agriculture, services, environmental industries and services, industrial policies that enhance economic diversification	X	X	X	X	X	X	X	X	X	X	X	X	X	13

Source: Van der Ree, 2017

The value of integrated approaches

- Labour market analysis
- Social dialogue
- Support to policy-making
- Skills development
- Enterprise development
- Public employment programmes



In conclusion

1. Jobs are at the heart of policies to address climate change, not just as co-benefits, but importantly as enablers of climate action.
2. Transition policies are needed to realize net employment gains and ensure social justice under both adaptation and mitigation measures.
3. Ministries of Labour, Employers' and Workers' representatives have a crucial role to play in transforming threats to opportunities by ensuring a just transition through social dialogue and implementation of adjustment measures.
4. If well managed, climate action can be a pathway for reduced inequality and greater social inclusion.
5. Policy coherence is essential: coordinated social, economic and climate policies.



Thank you - for more information

- [International Labour Organisation](#)
- [Green Jobs Programme of the ILO](#)
- [International Training Centre of the ILO](#)