



International Labour Organization

Promoting decent work for all

Impacts on Employment and Livelihood

**Workshop on economic and social consequences
of response measures**

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Impacts of mitigation policies/NAMAS on employment and incomes:

- **Mitigation measures: far-reaching impacts** on economies (job creation and job loss). Need for transition measures
- **Timeframe:** Need to assess these changes in advance.
- **Opportunities for new Green jobs:** If properly designed, mitigation can also address social challenges (unemployment, “working poor”, gender equity)
- **Attention to job quality**, are they decent?
- **Distributional effects** of CC policies on households. Compensation measures to neutralize them.

Impacts of mitigation policies/NAMAS on employment:

- **Impacts on competitiveness for enterprises** of climate change regulation depending size, imports/exports levels and on type of climate change regulation. Need to carefully assess and decide on compensation measures
- **More negatively affected:** micro, small and medium enterprises
- **Fairness and lower risk** if measures are taken multilaterally

Impacts of adaptation policies on employment and incomes:

- **Negative effects of CC on employment, income** and livelihood CC, increasing the existing vulnerability. Need for transition measures.
- **Understand CC impact and response:** who is affected, how, to what extent?
- **Labour-intensive investments** (infrastructure) and **local economic development/diversification** are key
- **Livelihood pre-disaster plans and livelihood recovery plans** for disaster-prone areas.
“The Livelihood Assessment Toolkit” by ILO and FAO
- Particular attention to **impacts on the informal economy**

Some recommendations

Active labour market policies should be designed in line with CC policies:

- **Entrepreneurship and skills' development**, targeting green jobs as well as redundant workers and enterprises in emission intensive sectors and regions.
- **Labour market assessment tools and capacity building** all levels of policy making and actors (governments, employers, trade unions, NGO)
- **Programmes need to target the most disadvantaged** (poor workers, unemployed, women, youth, micro and small enterprises).

Transition measures - a common need

- **Mapping linkages:**
 - Include employment and livelihood among criteria for decision making
- **Policy design, monitoring and evaluation:**
 - Social dialogue, informed decisions: workers and trade unions, employers and government reps
- **Action:**
 - Active labour market policies
 - Strengthening social protection systems
 - Special attention to enterprises, workers and regions at risk
- **Crosscutting policies:**
 - Economic diversification
 - Training and retraining programs in line with the climate change objectives
 - Greening workplaces

Conclusions

- **Inaction** would massively destroy jobs and incomes.
- **Climate protection and development/social justice** can go hand in hand
- **Prepare for change and guide:** anticipation, mapping, early action: smooth transition to a low carbon future
- **Seize development opportunities:** Green and decent jobs, pro-poor and fair transitions to sustainable economies
- **Condition: coherent policies, scaling up investments** and development finance
- **International commitment** required to address the social impacts of climate change, and build consensus around climate measures