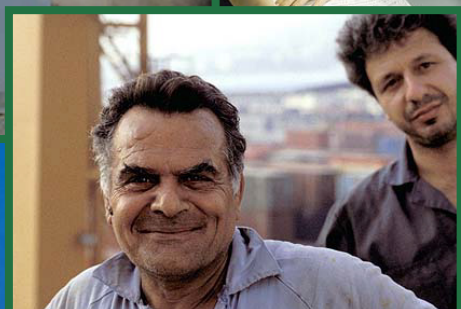




A review of national and regional experiences



Employment Sector

Social dialogue for sustainable development

A review of national and regional experiences

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First published 2012

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ISBN 978-92-2-126577-1 (web pdf)

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Abbreviations

CARDER	The Risaralda Regional Autonomous Corporation (Corporación Autónoma Regional de Risaralda, Colombia)
CCSCS	Southern Cone Trade Union Coordinating Committee
CFDD	Federal Council for Sustainable Development (Conseil Fédéral du Développement Durable, Belgium)
CGCSD	Council for Sustainable Development (Czech Republic)
CNMA	Brazilian National Conference on Environment (Conferência Nacional do Meio Ambiente)
CPDS	The National Commission on Sustainable Development Policies (Brazil)
CSRD	Community Stakeholder Roundtable Dialogue (China)
DEAT	The Department of Environmental Affairs and Tourism (South Africa)
DECC	Department of Energy and Climate Change (United Kingdom)
DEFRA	Department for Environment, Food and Rural Affairs (United Kingdom)
EMCEF	The European Mine, Chemical, and Energy Workers' Federation
EPSU	The European Federation of Public Service Unions
EURELECTRIC	The Association of the Electricity Industry in Europe
ESDN	The European Sustainable Development Network
GJI	The Green Jobs Initiative
GMOs	Genetically Modified Organisms
HLG	The High Level Group
IEO	The International Employers Organization
ILO	The International Labour Organization
IMC	Inter-Ministerial Committee
ITUC	The International Trade Union Confederation
LTMS	The Long-Term Mitigations Scenarios
MERCOSUR	The Southern Common Market (Southern Cone)
MGNREGA	Mahatma Gandhi National Rural Employment Guarantee Act
MNRE	The Ministry of New & Renewable Energy (India)
MOLE	The Ministry of Labour and Employment (India)
NCCC	National Committee for Climate Change (South Africa)
NEAP	The National Emission Allocation Plan (Spain)
NEDLAC	The National Economic Development and Labour Advisory Council (South Africa)
NFSD	South Africa's National Framework for Sustainable Development
NISTADS	National Institute of Science Technology and Development Studies (India)
PML	The Advisory Committee for Cleaner Production (Consejo Asesor para una Producción Más Limpia, Argentina)
UNDAF	United Nations Development Assistance Framework

SBT	The Scenarios Building Team
SDCEES	The Social Dialogue Committee in the European Electricity Sector
SDS	Sustainable Development Strategy (Czech Republic)
SJSRY	Swarna Jayanti Shahari Rozgar Yojana (India)
SMEs	Small and Medium Sized Enterprises
TUC	Trade Union Congress (United Kingdom)
TUSDAC	The Trade Union Sustainable Development Advisory Committee (United Kingdom)
TVIE	Township-Village Industrial Enterprises
UERs	Union Environmental Representatives (United Kingdom)
UMF	Union Modernisation Fund (United Kingdom)
Rio+20	The United Nations Conference on Sustainable Development
UNEP	United Nations Environment Programme
UNFCCC	UN Framework Convention on Climate Change

Executive Summary

The environmental crisis the world is facing today is originated among others by unsustainable use of natural resources, deforestation of forests and increasing use of fossil fuel and has been aggravated by the global population increment. To overcome the environmental crisis, a transition and an adjustment to a sustainable, low-carbon and resource-efficient future with fundamental changes in production and consumption patterns, at all levels, will be absolutely crucial.

While the environmental crisis represents a threat for societies, the policies aimed at combating it provide a unique opportunity for improving the lives, employment, livelihoods and rights of the most vulnerable people and communities. Moreover, it presents the chance to achieve social progress for all and transform a socially, economically and environmentally unsustainable system.

Clearly, national governments will play a key role in designing new policies to address the challenges presented by the environmental crisis. Yet it will only be possible to transform these challenges into an opportunity to develop sustainable production models and create decent work through the support and commitment of the various sectors of the society. This is particularly true when it comes to debating the profound transformations needed in the dominant modes of production and consumption in the world of work and local economies.

Social Dialogue

By identifying successful experiences, the report at hand presents practices, challenges and opportunities in developing and strengthening an efficient social dialogue on environmental issues at national, supranational, sub-national and sectoral level. It intends to promote a stronger interaction among governments, workers' and employers' organizations in an increasingly challenging area for the world of work: environment, green economy and sustainable development. The selected initiatives represent potential routes for the strengthening of spaces for democratic decision making for government, employers' and workers' representatives as well as civil society actors in the transition towards a green economy. They cover a wide range of experiences in which social partners, civil society and governments have established efficient and effective formal and informal dialogue mechanisms for addressing environmental issues, such as consultations, negotiations, or exchanges of information.

The report stresses the need for a broad participation in environmental discussions. Different experiences described in this report thus highlight the contribution of the civil society, the collaboration between governments and international agencies, as well as regional practices of social dialogue.

Case studies

Fifteen experiences were identified on the basis of public availability of information, effectiveness of dialogue, specificity of the topics addressed and the possibility of contrasting information obtained from distinct sources.

The report undertakes in-depth interviews for nine out of the fifteen experiences in order to better understand the perspectives and expectations of the different actors involved, as well as to apprehend the opportunities, challenges and results of the social dialogues analysed. These nine experiences, as follows, are presented in the main chapters of the report:

Opportunities and challenges

A consolidated social dialogue between the government, employers, and workers is the rule in many of the countries considered in this report, where they consider social dialogue as a viable for making decisions related to environment and sustainable development. All actors concerned appreciate the value of these spaces, and the experience accumulated in them can greatly enrich the debate that takes place in wider environmental areas.

The key outcome of all the experiences analysed is that environmental and sustainable development related policies – when discussed and implemented with the participation and agreement of social partners, the government, and civil society actors - are better informed, easier to implement, and more beneficial for workers, businesses of all sizes, and a larger proportion of the society. It is found that social dialogue enables consensus and partnerships building and an effective implementation of governmental policies. However, social dialogue also often faces challenges such as a lack of institutionalization, of the coordination of relevant actors and of the effective involvement of civil society as well as shortages in terms of technical and financial resources.

Policy Recommendations

The report suggests that further strengthening social dialogue processes related to environmental policies is needed. Some general recommendations include linking environmental policies with labour policies, maximizing participation from workers, employers and labour institutions, fully utilizing different dialogue structures at all levels, establishing transparent financing mechanisms, and institutionalizing social dialogue mechanisms.

In addition, integrated strategy in highlighting the labour dimension in national and international environmental agendas is also essential to drive the decisions made on objectives and management of the transition to low-carbon and resource efficient economies.

At national level, governments should be able to establish a strategy for sustainable development and social dialogue, assess both positive and negative impacts of a green transition on labour and

employment, promote a system of inclusive decision-making, while insuring the independence of social partners, and carry out tailored capacity building programmes to enhance social partners' participation in environmental debates. To maximize the role social partners play in the national social dialogues, it is necessary to build broad and cohesive workers' organizations, employers' associations and trade unions, and enhance their understanding of environmental policy, sustainable development the challenges and opportunities of a just transition to a green and sustainable economy and society through training, counselling services and awareness raising programmes.

At international level, priorities should be given to strengthening the integration of the Decent Work Agenda and active participation of workers' and employers' organizations, and labour institutions in international environmental negotiations, and within the UN system, including under the framework of United Nations Development Assistance Framework (UNDAF)¹ and UN-joint programmes that deal with climate change, green economy and sustainable development.

¹ See UNDAF, undated, specifically refers to guidelines on "mainstreaming climate change" and "mainstreaming environment and sustainability".

1. Introduction

The environmental crisis the world is facing today is originated among others from the current unsustainable production and consumption patterns, such as overconsumption of natural resources, massive use of fossil fuels in industries, energy low efficient buildings and transports, deforestation, unsustainable agriculture and lack of appropriate management of waste. However, while the environmental crisis represents a threat for societies, the policies aimed at combating it provide a unique opportunity for providing green jobs for all, improving the livelihoods and rights of the most vulnerable peoples and communities. Moreover, it provides a chance to achieve social progress for all and transform a socially, economically and environmentally unsustainable system.

“Governance matters” is the key message from the recent discussion on climate change. Climate change and other environmental problems and policies to address them give rise to formidable governance challenges at the local, national, supranational, and sub-national levels. The management of the transition to climate resilient societies and green economy must be agreed upon by the maximum consensus and in a participative manner so that objectives are set for production, consumption, organization, and urban planning and so that they are shared, assumed and implemented by those who will be the ultimate actors of change. For example, crop adaptation should consider to what extent local employment and incomes depend on these particular crops, and therefore how by adapting to new crop productions, local employment will be affected. The environmental crisis will put our capacities to act collectively to the test. Democratic and participatory institutions at all levels must be strengthened to be able to take the needs of the most affected communities and individuals fully into consideration.

Clearly, national governments will play a key role in designing new policies to address the challenges raised by the environmental crisis. Yet it will only be possible to transform these challenges into opportunities to develop sustainable production models creating decent work with the support and commitment of the various sectors of society, in particular workers and employers. This is particularly true when it comes to debating the profound transformation needed for the dominant modes of production and consumption in the world of work and the local economies. However, given the global dimension of problems like climate change, international actors, such as regional economic communities (e.g. EU, MERCOSUR), multinational enterprises, NGOs or international agencies can play an active role in integrating environmental objectives with overall social goals and particular employment targets by strengthening and developing social dialogue mechanisms on areas related to environment and sustainable development. In this regard, local, national, supranational, sub-national and sectoral participatory experiences can complement and reinforce each other, because each level involves different actors and pursues specific goals that put together can improve the overall coherence of policies developed.

The International Labour Organization (ILO) together with the United Nations Environment Programme (UNEP), the International Trade Union Confederation (ITUC) and the International Employers Organization (IEO) established the Green Jobs Initiative (GJI) in 2008. The Initiative was

launched to promote opportunity, equity and a just transition to sustainable economies and to mobilize governments, employers and workers to engage in dialogue on coherent policies and effective programmes leading to a green economy with green jobs and decent work for all.

To scale up its effort in promoting sustainable consumption and production patterns, the ILO created in 2009 the Green Jobs Programme. With its cross-cutting nature, the programme brings together a multi-disciplinary team, which collaborates with various ILO units and offices across the world seeking the full involvement of the ILO constituents and building strategic partnerships. It promotes the use of social dialogue as a tool for developing suited environmental and climate change policies, and promoting a just transition for the world of work to a low-carbon and resource efficient future.

The first result of this initiative was the publication of the report *Green Jobs: Towards Decent Work in a Sustainable, Low-Carbon World* in September 2008 that recognizes social dialogue as a fundamental means to efficiently integrate the social implications of environment into related policies and programmes (UNEP/ILO/IOE/ITUC, 2008). The second report of the Initiative *Working towards sustainable development: Opportunities to decent work and social inclusion in a green economy* (GJI and ILS, 2012) was published in 2012.

As defined by the ILO, green jobs are decent jobs created to help reduce the negative environmental impacts of economic activities and lead to environmentally, economically and socially sustainable enterprises and economies. On the one hand, they reduce consumption of energy and raw materials, limit greenhouse gas emissions, minimise waste and pollution and protect and restore ecosystems. On the other hand, they respect workers' rights as defined by International Labour Standards and with regard to the decent work agenda, by providing equal employment opportunities for all, by strengthening the social protection system and protecting those negatively affected by a green transition, by engaging workers and employers' organizations in decision making and the implementation of green economy policies and programmes, and by implementing coherent labour market policies. Green jobs, therefore, provide social and environmental benefits and gains that are mutually reinforcing.

The ILO through its Green Jobs Programme seeks the full involvement of the ILO constituents on environment-related policies and programmes and aims at developing a comprehensive knowledge base, tested tools and practical approaches. It promotes social dialogue as a tool for integrating labour and employment considerations into environmental and climate change policies in the transition to a low-carbon and resource efficient future.

The ILO defines social dialogue as negotiation, consultation, or simply the exchange of information between or among government, employers and workers' representatives on issues of common interests,² while the function of social dialogue actually varies from country to country and from region to region. It can exist as a tripartite process, with the government as an official party to the dialogue or it may consist of bipartite relations between labour and management, with or without

² Workers' and employers' representatives are also called social partners.

indirect government involvement. It can be informal or institutionalised, and often is a combination of the two. It can take place at the national, regional or at enterprise level, or a combination of any of these. Moreover, it can be inter-professional or sectoral. The main components of social dialogue (forms, levels, actors, processes and topics) will be elaborated in this report.

The report identifies successful experiences on how social dialogue has been used i) to assess the socio-economic impacts of achieving environmental objectives and implementing the corresponding policies, ii) to identify labour opportunities and challenges in the process of a green transition and iii) to involve a wide range of actors (government, social actors, and civil society) in order to create a broad consensus on the environmental and sustainable development related policies. The report at hand presents practices, challenges and opportunities in developing and strengthening an efficient social dialogue on environmental issues at national, supranational, sub-national and sectoral levels. Without attempting to be exhaustive, the report compiles relevant and innovative experiences that represent potential routes for the strengthening of spaces for democratic decision making for governments, unions, employers and other civil society actors in the transition towards a green economy.

The second chapter covers the background of public participation processes in international environment and describes how these have been translated into national and local policies and processes in recent years. Discussions also focus on some theoretical considerations related to the particular characteristics of participatory processes and their potential in the specific area of environmental policy.

The third chapter details the methodology and criteria used for the selection of the experiences and the gathering of information. It also provides some guidelines to facilitate a better understanding of the report's contents.

The fourth chapter, which is the core section of the report, describes nine experiences from different countries and regions of the world. It includes a description of the context and background of the experiences, the identification of the main actors involved, the methodologies used, the main outcomes, the sources and reference documents, and other key information. The other six cases, which are analysed through desk research only, could be found in Annex I.

The Conclusion section summarizes the findings of this report and focuses particularly on the achievements of the processes that have been assessed through interviews, reports and other kind of documentations.

Finally, the Recommendation section presents some ideas and suggestions for strengthening social dialogue and multi-stakeholder consultations on environmental issues, based on the analysis of the experiences.

2. Initial considerations

2.1 Defining social dialogue

According to the ILO, social dialogue include all types of negotiation, consultation or simply exchange of information between, or among, representatives of governments, employers and workers on issues of common interests in relation to economic and social policy. The definition and the concept of social dialogue, however, vary from country to country and from region to region, and are still evolving. In order to have a comprehensive view of the concept, its main components are summarized as follows:



Figure 1: Main components of social dialogue

Forms: information-sharing, consultation, negotiation and conclusion of agreements

Social dialogue can take a variety of forms, ranging from the simple act of exchanging information to the more developed forms of consultation. The following is intended as a short-list of the most usual forms of social dialogue:

- a. Information-sharing implies no real discussion or action on the issues but it is nevertheless an essential part of those processes by which dialogue and decisions take place.
- b. Consultation goes beyond the mere sharing of information and requires an engagement by the parties through an exchange of views that in turn can lead to more in-depth dialogue.
- c. Some social dialogues can go beyond information-sharing and consultations, and are empowered to reach agreements that are binding.

Levels: international, national, regional or enterprise level / inter-professional, sectoral or a combination of all of these

Social dialogue can take place on either the national, regional, local, or sectoral level, or a combination of any of these. For instance, a process might have a regional participatory structure in order to monitor the implementation of sectoral measures. Perhaps, it might be more dynamic, spanning from local to national levels.

Actors: representatives of governments, employers, workers and civil society interacting with each other in different ways

Social dialogue takes many different forms and is often defined by its composition:

- a) Tripartite process describes equal participation and representation of governments, employers' and workers' organizations. If the dialogue is open to other relevant actors in the society than the three previously mentioned, the process is called "tripartite plus".
- b) Bipartite process consists of relations between labour and management (or trade unions and employers' organizations), with or without indirect government involvement.
- c) Multi-stakeholder process refers to a broad participation and involvement of relevant actors in the society in an effort to gain a wider perspective, to incorporate the diverse views of other social actors and to build a wider consensus.

Processes: informal, formal, or a combination of the two

A participatory process can be informal or have a level of formality ranging from the existence of some formal aspects to the recognition by a legal instrument. In many cases, the combination of the two is present. So, for example, an informal process might be a consultation on an issue of public interest in which the government calls on representatives of civil society to hear their opinions or receive proposals that would be considered in a higher participatory instance such as a National Council.

A process becomes formal when certain elements of its operation are defined, such as its composition, its mechanisms for participation, or the regularity with which its meetings are held. Alternatively, a process is institutionalized when its legal status is enshrined. It is important to stress that a process that is legitimated and recognized by the different actors could be as valuable as a process created by a legal instrument, as it could guarantee the continuity of the process regardless of any possible changes in political context.

Topics: social, economic, environmental policy

The ILO states in its definition of social dialogue that topics of common interest are those related to economic and social policy. These topics and environmental policy are closely linked and/or overlap, but this report will only examine those processes which are explicitly linked to environmental policy in a wide sense: as any deliberate action to prevent or reduce damage to the natural environment and resources and as an effort at guaranteeing that changes caused by humans to the environment do not inflict damage on other human beings (McCormick, 2001).

2.2 Opportunities and challenges of social dialogue

In the last decades, social dialogue on social and economic issues has become a strong component of good governance at the national, supranational, and sub-national levels. However, it is necessary

to point out that the existence of a space for dialogue does not guarantee a democratic process. In the same way, the participation of a wide range of stakeholders does not guarantee that the interests of the more vulnerable or marginalized groups will be represented. A study by Papadakis (2006) points out the problem of the possible weaknesses of dialogue processes and their risks, including that of cooperation of some of the actors.

A truly democratic social dialogue mechanism has to meet the following minimum requirements:

- specificity and relevance to the link between world of work and environment of the topics addressed by the experiences;
- legitimacy and effectiveness of the initiative; and
- public availability of information

The role of national governments in ensuring the existence of these conditions is fundamental. They are responsible for creating a stable political and civil environment, where social partners can engage and interact freely, without fear of retaliation. Even in bipartite processes, governments must provide the legal, institutional and other frameworks necessary to guarantee an effective participation of the actors involved. The possibility of participating in conditions of equality will not exist in a society which does not guarantee the exercise of fundamental rights, therefore, respect for workers' labour and freedom of association rights is essential.

Furthermore, the national governments must also guarantee access to clear and comprehensive information so that all stakeholders are equipped with the necessary knowledge and understanding of the topics involved.

Besides these general safeguards for a participatory mechanism to achieve the expected outcomes, there are some conditions for the functioning of the mechanism itself that need to be guaranteed, including a clear mandate for all participants, accountability mechanisms, fluency of internal communications, and representativeness of participating organizations (Papadakis, 2006).

2.3 Participation of social partners in the formulation of environmental policy

Environmental demands were at first seen by trade unions and employers' organizations as synonymous of greater production costs and threats of job losses. In recent years, however, this has changed and environmental protection has gradually been recognized as an opportunity to create more and better jobs and therefore is part of their areas of interest. Both workers and employers are increasingly participating in environmental policy-making. At the European level, a joint initiative involving social partners on climate change policies is part of their 2009-2011 Integrated Programme and has resulted in the publication of a report on "The Impact of climate change policies on employment" (Syndex, 2011). The report recognizes that the European policies aimed at mitigating climate change and reducing greenhouse gases are impacting all economic

sectors, all businesses and workers emphasize the need for common actions between social partners to minimise negative effects of on the employment and ensure that European industries' competitiveness is not hurt.

As described below, since Rio 92 both workers' and employers' organizations are considered "Major Groups" in the framework of international environmental processes and they must be consulted at all levels. Environmental concerns are no longer exclusive to the "green" agenda and are fundamental elements of any socio-economic agenda with repercussions in the local, national and international multilateral agenda, in the context of United Nations, as well as in the G8 and G20 processes.

2.4 Public participation in international environmental processes

Numerous international agreements and treaties on environment since the beginning of the 1990s recognized that the democratic participation of social partners and civil society is a key element in environmental and sustainable development policy.

In 1992, the United Nations Conference on Environment and Development in Rio de Janeiro, Brazil, recognized the importance of public participation in the successful implementation of environmental policy. Principle 10 of the "*Rio Declaration*" (UNCED, 1992) states that:

Environmental issues are best handled with participation of all concerned citizens, at the relevant level. At the national level, each individual shall have appropriate access to information concerning the environment ... and the opportunity to participate in decision-making processes. States shall facilitate and encourage public awareness and participation by making information widely available.

One of the most important documents approved in the Rio Summit was the Agenda 21, which states in its Preamble that:

The broadest public participation and the active involvement of the non-governmental organizations and other groups should also be encouraged.

Section III of Agenda 21 is dedicated entirely to the participation of the "major groups": indigenous people, youth, women, farmers, workers, local authorities, trade and industry, scientists, and NGOs. In the Preamble to this section, the following is established:

23.2: One of the fundamental prerequisites for the achievement of sustainable development is broad public participation in decision-making. This includes the need of individuals, groups and organizations to participate in environmental impact assessment procedures and to know about and participate in decisions, particularly those which potentially affect the communities in which they live and work. Individuals, groups and organizations should have access to information relevant to environment and development.

The following chapters, which comprise this section, deal with each of the major groups. Chapter 29 is dedicated to “Strengthening the Role of Workers & their Trade Unions”. It recognizes the importance of workers as key players in the construction of sustainable development, as well as tripartism as a valuable mechanism to facilitate dialogue and cooperation between actors:

29.1: Workers ... are vital actors in facilitating the achievement of sustainable development in view of their experience in addressing industrial change, the extremely high priority they give to protection of the working environment and the related natural environment, and their promotion of socially responsible and economic development. ... The established principles of tripartism provide a basis for strengthened collaboration between workers and their representatives, Governments and employers in the implementation of sustainable development.

Furthermore, the Agenda 21 states that:

29.5. Governments, business and industry should promote the active participation of workers and their trade unions in decisions on the design, implementation and evaluation of national and international policies and programmes on environment and development, including employment policies, industrial strategies, labour adjustment programmes and technology transfers.

Chapter 30 is devoted to the role of business and industry in achieving a sustainable development through promoting cleaner production and responsible entrepreneurship:

30.1. Business and industry, including transnational corporations, play a crucial role in the social and economic development of a country. A stable policy regime enables and encourages business and industry to operate responsibly and efficiently and to implement longer-term policies. Increasing prosperity, a major goal of the development process, is contributed primarily by the activities of business and industry (...) Business and industry, including transnational corporations, and their representative organizations should be full participants in the implementation and evaluation of activities related to Agenda 21.

Ten years after Rio 92, the United Nations Conference on Sustainable Development (Johannesburg Summit) focused its work on implementation and reinforced the role of society at all levels and in all processes implementing sustainable development policy (UNCSD, 2002):

26. We recognize that sustainable development requires a long-term perspective and broad-based participation in policy formulation, decision-making and implementation at all levels. As social partners, we will continue to work for stable partnerships with all major groups, respecting the independent, important roles of each of them.

From the aforementioned international agreements four important aspects of participation are recognized:

- the right to know: to guarantee the access to information and transparency;
- the right to understand: to promote education and training on environmental issues;
- the right to be consulted: to implement different consultation and dialogue processes;
and
- the right to co-manage: to enhance participatory democracy on all levels (international, national, and local).

Similarly, the outcome document of the Rio+20 also highlighted the importance of promoting social dialogue, especially fostering the dialogue among “governments, trade unions and workers, and employers” in “promoting decent work for all” (Rio+20, 2012: Para 152). In this respect, the important contribution made by Rio 92, the Johannesburg Summits and the recent Rio+20, which promoted the spread of national-level participatory spaces for social partners and civil society worldwide, should be recognized.

It is also important to underline the importance of the role the environmental movement has played historically and continues to play in elevating environmental matters in national and international agendas, including the issue of broader participation of civil society in decision-making processes. Recently, environmental NGOs have built coalitions with unions, consumers’ organizations and other members of the civil society in order to promote emissions reductions policies and global climate agreements throughout the world (e.g. the Blue Green Alliance in the USA, the “Coalición Clima” in Spain, and the Spring Alliance in Europe (undated)).

This growth of the environmental dimension in the international and national political agenda and within the social partners and the different civil society groups has been accompanied by an evolution in the concepts of environment and sustainability. The perspectives incorporating the social, political, economic, and cultural dimensions of sustainability have gradually gained force over initial visions that were focused almost solely on the ecological aspect.

These new perspectives are important for assessing the possibility of achieving social and development goals. This integrating focus also provides a basis for the strengthening of alliance building between social actors (each with their diverse and specific interests) in the collective search for alternatives and solutions.

3. Methodology

The first stage of information gathering is desk research. This process allows the identification of a wide range of experiences in which social partners, civil society and governments have established formal and informal mechanisms for dialogue in addressing environmental issues, such as consultations, negotiations, or exchanges of information.

On the basis of the initial research, a selection of 15 experiences was identified for further in-depth research based on the following criteria:

- specificity and relevance to the link between world of work and environment of the topics addressed by the experiences;
- legitimacy and effectiveness of the initiative; and
- public availability of information.

The majority of these pre-selected experiences come from Europe and Latin America due to the consolidated tradition of social dialogue on environmental and social areas of these two regions and the awareness of their respective civil societies on environmental issues.

Nine of the fifteen experiences were further assessed and in-depth interviews were undertaken in order to better understand the perspective of the different actors, as well as their expectations, risks and obstacles found and results achieved. These nine experiences were selected due to the achievements accomplished, relevance of the topics discussed for the world of work, and their innovation; they constitute the core of the report. The assessment of the six remaining experiences was based on desk-research and no interviews were carried out (see Annex I).

3.1 Criteria for the selection and classification of the experiences

Levels (national, supranational, sub-national, and sectoral): this report aims to present a selection of experiences that reflect the diverse levels and forms of coordination, and demonstrate a comprehensive social dialogue processes.

Actors (government, employers, unions and other civil society): priority has been given in the selection process to those experiences in which workers' and/or employers' organizations were clearly identified as concerned and active actors.

Processes (informal, formal, legal instrument): preference has been given to the experiences which have been consolidated over time and the importance of the results achieved, as well as their legitimacy, regardless of their legal form.

Topics (climate change, energy and employment): the report will highlight those processes that feature components related to climate change and to the relationships between environment and employment.

3.2 Presentation of information

The chapter “Analysis of selected experiences” describes the main results of the in-depth research on the 9 experiences selected. These experiences are shown in alphabetical order according to the country or region where they have taken place.

Information on each experience is categorized by the following colour code:

LEVEL	ACTORS	PROCESS	TOPICS
NATIONAL	GOVERNMENT	INFORMAL	CLIMATE CHANGE
SUPRANATIONAL	UNIONS	FORMAL	ENERGY
SUB-NATIONAL	EMPLOYERS	LEGAL INSTRUMENT	EMPLOYMENT
SECTORAL	OTHER CIVIL SOCIETY		

LEVEL: Geographical and/or sectoral area(s) covered

ACTORS: Groups explicitly recognized in the process

PROCESS: Description of the process, including whether legal framework and procedures (rules, frequency of meetings, etc), and/or legal instruments are existing or not.

TOPICS: Subject(s) discussed.

The following elements are detailed in the description of selected experiences:

- background: context, origins of the initiative, institutional framework and objective of the initiative;
- actors involved in the process: participation of workers’, employers’ organizations and labour institutions;

- process management: bodies and organisms that coordinate the social dialogue
- methodology and functioning: contents, mechanisms for decision making, frequency of meetings, adoption of resolutions, and other relevant information;
- nature of the process: binding, consultative, and other processes;
- identification of specific outcomes: activities derived from the process, publications, regulations, and other outcomes; and
- evaluation of achievements, potential, and challenges identified by participants of selected social dialogue processes.

4. Analysis of selected experiences

This section presents the analysis of nine selected experiences of social dialogue processes related to environmental policy. In-depth research, including interviews with participants involved in the different dialogues were undertaken to assess the achievements of these processes. An overview of the selected initiatives in terms of their main components (level, actors, processes and topics) of the social dialogue is summarized in the table below and is further elaborated in Annex II.

Table 1 Summary of the selected initiative

	Level				Actors				Process			Topic			Outcomes		
	National	Supranational	Subnational	Sectoral	Government	Unions	Employers	Other Civil Society	Informal	Formal	Legal Instrument	Climate Change	Energy	Employment	Activities/Projects	Impacts	
Experiences	Brazil	X				X	X	X	X		X		X			1) Action Plan for the Prevention and Control of Deforestation in the Amazon, 2) 20 million hectares of Conservation Units, 3) National Plan for the Training of Municipal Civil Servants, and 4) many national and regional plans for sustainable development areas such as Amazonia or the Coastal zones.	70 % of the deliberations emerging from the CNMAs were translated into specific policies, measures, or programmes.
	Europe		X		X		X	X		X			X	X	X	1) Workshops, 2) seminars, 3) studies, 4) Awareness raising and consensus building activities	Just Transition Project 2009-2011; Conference on Just Transition in 2010; Study on employments effects of a low carbon electricity industry in 2011; Inputs on EU Energy Roadmap 2050.
	France	X				X	X	X	X		X		X	X	X	1) Grenelle Law I, 2) Grenelle Law II - overall 268 commitments	77% of the 268 initial commitments are completed or in progress, 19% are in development but require further mobilization, and 4% need a complete redefinition.
	India	X				X	X	X	X		X		X		X	1) Awareness raising among social partners, government and civil society, 2) Understanding the employment dimension of environment and energy measures, 3) Linking clean technologies and green jobs, 4) Development of green skills, 5) Mainstreaming of green jobs	MOLE-ILO National Conference on Green Jobs in June 2010; Identification of core flagship schemes to assess and expand the potential for Green Jobs promotion; Study on Green Jobs in MGNREGA in 2010
	Santa Fe, Argentina			X	X	X	X	X	X	X					X	1) Training activities, 2) studies, 3) partnership building	"An Introduction to Cleaner Production: Tools and Methods" training activities in branches of the Environmental Managers and Facilitators Network; Diagnosis and actions for improvements in dairy companies; Meetings with the Trade Union of Grain Storage Companies and the Association of Agrarian Cooperatives; Review of waste generation produced by the businesses of the industrial park of Alvea.
	South Africa	X				X	X	X	X		X		X		X	1) Long Term Mitigation Scenarios, 2) partnership building, 3) awareness-raising	LTMS Study; Impetus for the development of the National Climate Change Response Policy (Green and White Paper)
	Southern Cone		X			X	X	X	X		X		X	X	X	1) Awareness rising, 2) strengthening civil society participation, 3) monitoring activities	Strengthened social participation in the management of hydrographic and cross-border basins; Regional conference on environment and natural resources in the MERCOSUR region; Participation of civil society in the Working Sub-Group on the Environment; Monitoring of environmental issues incorporation into regional infrastructure integration initiatives.
	Spain	X			X	X	X	X				X	X	X	X	1) Assessing compliance with the National Allocation Plan and its effect on employment and competitiveness, 2) verifying the existence of problems in specific installations which need to be corrected, 3) distributing emission allowances by installations once allowances for this sector have been established by the NAP and approved by the European Commission, 4) formulation and implications of follow-up indicators	Development of indicators for each sector/subsector to evaluate production, energy intensity, emissions, employment, etc.; Monitoring of the execution of measures under the Spanish Strategy for Energy Savings and Efficiency for each sector and its corresponding Plan of Action, and the decisions regarding the distribution of associated subsidies and aid
	United Kingdom	X				X	X				X			X	X	X	1) Training activities, 2) awareness raising, 3) studies

4.1 BRAZIL – National Conference on the Environment (Conferência Nacional do Meio Ambiente, CNMA)

LEVEL	ACTORS	PROCESS	TOPICS
NATIONAL	GOVERNMENT	INFORMAL	CLIMATE CHANGE
SUPRANATIONAL	UNIONS	FORMAL	ENERGY
SUB-NATIONAL	EMPLOYERS	LEGAL INSTRUMENT	EMPLOYMENT
SECTORAL	OTHER CIVIL SOCIETY		

Background

The Brazilian National Conference on Environment (Conferência Nacional do Meio Ambiente, CNMA) has the objectives to discuss in a participative manner the impacts of climate change and environmental related issues at a national level.

It was created as part of a governmental policy for enhancing public participation that included the establishment of various dialogue spaces for thematic conferences aiming at generating recommendations to mainstream environment in the different policy sectors. The Conference was initialized in the context of the strong democratization process experienced by the country over the last two decades and plays a significant role in allowing participation and engage governments at national, regional and local levels as well as civil society, including workers and employers, on the path taken by the country to achieve poverty eradication, employment creation, environment protection, reduction of deforestation and overall sustainable development.

Since 2003, three Conferences were organized, and a recent assessment of the Ministry of the Environment estimates that more than 70 per cent of the deliberations emerging from the CNMAs were translated into specific policies, measures, or programmes, either by the Ministry of Environment itself or by other Ministries.

The first and second CNMA held in 2003 and 2005 were organized by the Ministry of the Environment. The third CNMA took place in March 2008 and was coordinated by the National Coordinator of the CNMA, attached to the Ministry of the Environment. The crosscutting theme of the third edition was climate change and was developed through four thematic approaches: i) scientific aspect of climate change, ii) the international regime of climate change, iii) Brazil and climate change, and iv) environmental education and climate change. Moreover, the process of the third CNMA served two purposes: a) to open a space for the Brazilian society to have access to a range of information on the topic of climate change and to channel its proposals for national policy formulation (consolidated in the Conference final document, see CGU, undated); and b) to push for

a process of institutionalization of popular participation and consultation - under the Ministry of the Environment - for developing environmental policies in Brazil.

Four main topics were discussed at the 3rd CNMA that had climate change as a cross-cutting theme: 1) mitigation, with the sub-topics of forestry, agriculture and fishing, waste, construction, transport and industry; 2) climate change adaptation, with the sub-topics of water resources, health, coastal and marine areas, agriculture and fishing, human settlements, rural ecosystems; 3) technological investigation and development; and 4) environmental education and citizenship.

As in previous CNMAs, the process was widely participatory with the celebration of 746 preparatory conferences (566 municipal conferences, 153 regional conferences, and 27 state-level conferences), 120,000 participants in this preparatory process, and over 1,104 delegates participating in the CNMAs.

Actors

The internal regulations of the CNMA establish the following distribution of participants:

- 1) 20 per cent government representatives, equally distributed between local and national levels;
- 2) 30 per cent representatives of the business sector (includes business foundations);
- 3) 50 per cent representatives of social organizations: (NGOs, unions, and youth, women's, indigenous and traditional population's organizations, scientific community, among other civil society groups);
- 4) 30 per cent minimum of women participation³, 5 per cent participation of indigenous populations and 5 per cent participation of traditional communities must be guaranteed.

Methodology

The CNMA has three different levels of participation:

- 1) **Mobilization process** that involves the celebration of municipal and regional conferences. It is a fully open process with the principal objectives of promoting participation within all member of civil society and informing about the process.
- 2) **State conferences**, which constitutes essential elements of the CNMA. The proposal produced by the National Coordination and Permanent Advisory Committee are discussed and amended at these conferences. In addition, the state conferences assessed

³ According to the Ministry of the Environment: Boletim da IIICNMA, May 2008, the third CNMA conference was attending by 36,1 % of women

implementation of previous CNMA recommendations and propose new actions needed according to thematic areas.

- 3) **National Conference:** In terms of participation, this conference boasts the same distribution as the State Conferences (see sub-chapter on Actors)

Two special sittings in the CNMA:

- 1) National and international observers: These are special guests who can attend all discussions but have no rights to participate in discussion or to vote.
- 2) Technical advisors from the different ministries who have no right to vote but can express delegates' request to clarify specific matters related to regulations, applicability and jurisdiction.

The National Coordination consolidates the contributions, amendments and proposals suggested in the State Conferences in a “Base Text” organized into thematic areas. Proposals are debated in thematic working groups. The proposals approved in the Working Groups are presented at the Final Plenary Session for final approval by simple majority.

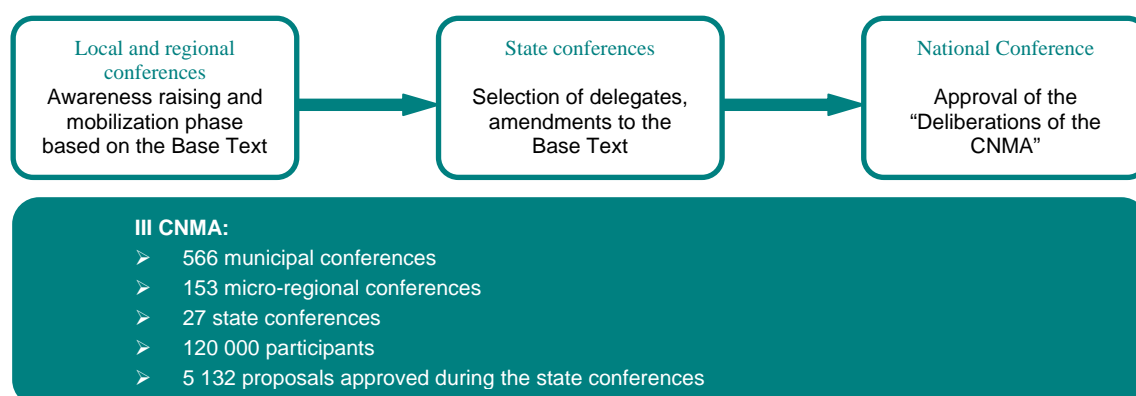


Figure 2: Participation process of CNMA

Process management

The CNMA was originally organized by the Ministry of Environment. Since 2007, the organization has been shifted to the “National Coordination” unit, which was created within the Ministry of Environment.

Nature of resolutions

The decisions of the CNMA are approved by simple majority during the final Plenary Session. They take the form of recommendations that are sent to relevant Ministries for their considerations.

In the specific case of the 3rd CNMA, which had the crosscutting theme of climate change, the conclusions were sent to the Inter-Ministerial Committee on Climate Change as recommendations to be considered during the development of the National Plan to Fight Climate Change.

Main outcomes

The Ministry of Environment estimated that more than 70 per cent of the deliberations emerging from the CNMAs were translated into specific policies, measures, or programmes, either by the Ministry of Environment itself or by other Ministries. This number increases to more than 85 per cent if only the deliberations within the remit of the Ministry of the Environment (2008) are taken into account.

Some of the outcomes are 1) the development of the Action Plan for the Prevention and Control of Deforestation in the Amazon; 2) the creation of approximately 20 million hectares of Conservation Units; 3) the implementation of the National Plan for the Training of Municipal Civil Servants; and 4) many other national and regional plans for sustainable development in key areas such as Amazonia or the Coastal zones.

Two important events are noteworthy:

- 1) The recent adoption of a Resolution by the Ministry of Environment that recognizes workers as stakeholders in the evaluation and surveillance of the environmental licences awarded to the companies for which they work. It is without doubts that the CNMA and the wide-ranging process of democratization and involvement on the part of Brazilian society have played a key role in the design and implementation of the Resolution.
- 2) The celebration of the First National Conference on Environmental Health in 2009, organized jointly by the Ministries of the Environment, Health, Education, Cities, and Work and Employment.

Assessment of achievements, opportunities and challenges by key actors⁴

This section summarizes the findings of in-depth interviews⁵ undertaken in August-September 2010 with representatives of some of the actors involved in the process.

All interviewees hold a very positive opinion of the National Conference as a mechanism for dialogue, principally because of **the wide participation and the bottom-up structure of CNMA, which allows the collection and synthesis of interests, demands and ideas at local and regional levels and mobilizes a large number of people throughout the entire country.**

⁴ See Annex II for a list of the actors consulted.

⁵ Representatives of the government, trade unions, and civil society provided answers to the questionnaire. However, neither of the two employers' organizations contacted (Brazilian Enterprise Council for Sustainable Development [CEBDS] and the Ethos Institute), answered the questions.

The value of the process of the Conference is substantially superior to other existing spaces due to the fact that by carrying it out at the municipal, regional and state level, it allows for the broad democratic and promising participation of the Brazilian society, and because the Conference establishes frameworks for other spaces (Carmen Foro, Environmental Secretary CUT) .

The Conference process opens a new model for dialogue between the different sectors of society for the elaboration of public policies. Direct contact with society marks the difference in relation to the processes of representation by delegations that characterize other forums for dialogue (Geraldo Vitor de Abreu, Ministry of Environment).

The interviewees highlighted the great value of the Conference for framing and guiding thematic relevant discussions in the country and should be seen as complementary to other existing discussions.

However, the representative of the environmental organizations pointed out that the potential of national conference had still not been fully exploited.

Other national councils such as the National Commission on Environment (CONAMA) and the Council for Sustainable Development Policy (CPDS) should be led and complemented by the National Conference on Environment; moreover, both councils should be part of the CNMA. This has been the case in particular areas, such as on climate change with the National Plan for Combating Climate Change that fully considered CNMA's resolutions. However, no mechanism has been established to ensure that CNMA's resolutions are systematically taken into account in other relevant forums and councils (Gabriela Barbosa Batista, Environmental NGOs representative).

All of the interviewees recognized that this coordination between existing discussions should be part of the process of construction and should be looked at in the context of the advancing of the dialogue as a mean for policy-making process initiated in 2003, and which included the organization of numerous "Conferences" on diverse public policy issues (health, youth, sports, culture, communication, cities, and others). The Conferences, as mechanisms for dialogue, have a fundamental role in progressing in terms of democracy and the exercise of the right to participate on policy decisions and implementation of each citizen.

The Conferences are concrete spaces for exercising participatory democracy; they are spaces for political discussion and exchange of interests at an equal level: all have the right to express their views and the right to vote final proposals. In addition, it should be noted the powerful instrument that the National Conference on Environment means for environmental education purposes (Gabriela Barbosa Batista, Environmental NGO representative).

The Brazilian society as a whole still lacks the basic elements necessary to exert its right to take part of the decisions that will impact people's lives and to be able to participate in the processes in a more effective manner. However and despite of this lack of basic elements for participation, I think that the mobilization of society in dealing with public environmental policies is the best translation of participatory democracy (Geraldo Vitor de Abreu).

In addition to the opportunity for thousands of people to exercise their citizenship, the Conference brings visibility to public policy on environment and allows for its social control [...] it allows for the possibility to monitor, evaluate and propose corrective measures in a participatory way (Carmen Foro, Confederal Secretary of Environment, CUT - Central Union of Workers) .

The interviewees agreed that the Conference highly contributed to facilitating the dialogue not only between different members of civil society and policy-makers, but also across the national, regional and local levels. They affirmed that this process reinforced and improved the coordination between different authorities regarding management and implementation of environmental policies. It also allowed alliances building and fosters debates at the regional and sectoral levels.

Labour organizations recognized that the CNMA had contributed to strengthening the environmental agenda within participants' organizations. Moreover, it had improved or broadened dialogue between other civil society groups, socio-environmental organizations, indigenous communities and traditional peoples.

The environmental NGOs representatives indicated that the majority of groups arrived at the Conference with positions that have been previously discussed and agreed upon, which allows alliance building among different organizations, the identification of common and divergent positions with respect to other organizations and - through discussion - the incorporation of new elements and ideas to their respective positions.

The trade union representative pointed out that there is a good level of participation and coordination between NGOs and entities that act at the local level. Additionally, although the National Conference on Environment made social and labour concerns visible, a better presence of labour and employment issues in the discussions would have been possible if trade unions had coordinated their positions better and if they had promoted wider participation. “[I]n the preliminary organization process, trade unions should work jointly in order to influence the base text, as well as to better mobilize their members and structures at the local and regional level”.

The trade union representative highlighted a lack of sufficient coordination between governments at three levels: municipal, state and national. Furthermore, it was suggested that the analysis of budget implications should be included in the discussions to better assess the feasibility of proposals to be adopted.

The environmental NGOs representative expressed concerns regarding the uncertainty of the continuation of the process in the future due to the lack of institutionalized nature of the mechanism.

Other interviewees noted the lack of prioritization of the proposals discussed and of the resolutions approved (over 600 in the third Conference) which made the debate in the Conference more difficult and complicated any possible follow-up to the resolutions. This is a lesson already learned, they pointed out, in other Conferences, in particular in the Youth and Environmental Health Conference.

Overall, the key actors considered the institutionalization of the Conference as indispensable. They felt that progress should be made at national as well as state level and clear mechanisms to define the relation between the Conference and the national and state environmental Councils should be decided.

Summary table

BRAZIL – National Conference on the Environment (CNMA)

1) Level
National, regional and local
2) Timeframe
December 2003 – present day
3) Topics
Environmental policy in general, with selected key cross-cutting topics (2003: National Environment System; 2006: Environmental Management; 2008: Climate Change)
4) Objectives
To develop recommendations for Brazilian environmental policy
5) Actors
Government and civil society (50% organizations from civil society (except employer's organizations) 30% employers' organizations, 20% government)
6) Process management
Directorate of National Coordination under the Ministry of the Environment. National Organizing Committee (40 members: 50% civil society, 30% employers, 20% government)
7) Process
Participatory no institutionalized for environmental policy formulation
8) Types of resolutions
Recommendations that are sent to relevant ministries for their consideration

4.2 EUROPE – Social Dialogue on Climate Change in the European Electricity Sector

LEVEL	ACTORS	PROCESS	TOPICS
NATIONAL	GOVERNMENT	INFORMAL	CLIMATE CHANGE
SUPRANATIONAL	UNIONS	FORMAL	ENERGY
SUB-NATIONAL	EMPLOYERS	LEGAL INSTRUMENT	EMPLOYMENT
SECTORAL	OTHER CIVIL SOCIETY		

Background

The Social Dialogue Committee in the European Electricity Sector (SDCEES) is a consolidated dialogue mechanism between the European Federation of Public Service Unions (EPSU), the European Mine, Chemical, and Energy Worker's Federation (EMCEF), and the Employer's Organization: Association of the Electricity Industry in Europe (EURELECTRIC). This mechanism was established in 1995 in order to address the consequences of restructuring and privatization, and public budget cuts that took place in the electricity sector in the 1990s. It was later developed to discuss the implications of climate change related policies adapted on the European level for workers and employers in the electricity sector.

In most European countries, employers have to consult workers on measures that may affect their working conditions of their employment positions. The frameworks and structures in which these consultations take place vary from country to country, according to respective national collective bargaining legal framework. In the case of workers in public services sector in Europe, there are different dialogue mechanisms between the EPSU, businesses and governmental bodies, on areas affected by fundamental changes (such as sectoral restructuring and market liberalization).

In recent years, the electricity sector has been directly influenced by the policies and measures designed to combat climate change at international, European, and national levels. The consequences of such policies on the sector's employment and competitiveness were assessed and discussed by the SDCEES. The discussion also refers to possible ways of anticipating those impacts and consideration of possible alternatives.

Actors

Businesses and unions from the public electricity sector: the EPSU, the EMCEF, and the EURELECTRIC.

Process management

The process is jointly managed by EPSU, EMCEF and EURELECTRIC through the Social Dialogue Committee, which operates within the framework of the EU Social Dialogue process.

Methodology and functions

Currently, the SDCEES is a space for knowledge sharing, anticipation of potential consequences, and the discussion of possible alternatives. Workshops and seminars, along with the compilation and analysis of studies on the topics are carried out to this end.

Character of the process

Activities are carried out, such as exchange of information, development of analyses, and production of joint proposals.

Main outcomes

The dialogue mechanism between these organizations has been consolidated over time and is well established now. Since 2009, policies directed towards the analysis of the guiding principles for a fair transition, and its implementation in the electricity sector have been developed through different initiatives such as 1) Electricity Social Partners project on just transition principles to deal with climate change; 2) advocacy activities for just employment transition principles; 3) development of toolkits on equality or restructuring; and 4) wide information sharing on a number of issues such as the investment in the future of jobs and skills.

In November 2009, the joint *“Electricity Social Partners kick off project on just transition principles to deal with climate change”* was launched (EPSU, 2009). The project began with an inaugural conference in Budapest in which the content of the project and the trends and studies already available on a European level were presented. The aim of this project was to assist employers' and workers' organizations in understanding the potential consequences of climate change and the impacts of mitigation policies developed on different levels, as well as in preparing the bases for a toolkit to guarantee workers and employers a just transition in the sector. The project also served to support different actors to improve their participation and contribution on climate change discussions at national and European level.

The Conference on Just Transition took place in Brussels in 2010. The final joint study of the EPSU, EMCEF and EURELECTRIC: *“Towards a low carbon electricity industry: employment effects and*

opportunities for the social partners” was published in January 2011 (EPSU/EMCEF/EURELECTRIC, 2011).

Assessment of achievements, opportunities and challenges by key players⁶

The participants from the trade unions expressed that it was too early to identify the achievements of this project. However, these discussions might have facilitated conflict prevention and innovative solutions in dealing with present challenges. In particular, they expressed their expectation of this forum as a shared understanding of the effects on employment in the sector (in terms of functions and qualifications); the construction of a joint framework for action and for taking part in dialogue on climate change on a European level; and a shared understanding of the potential consequences and changes in the sector over the long term. They also considered the challenges might include finding a common base for discussion on this theme; guaranteeing that dialogue in the EU does not become separate from local and national level discussions; and keeping the results and proposals realistic.

The business sector considered this initiative contribute contribution to a better understanding of the necessary changes within the electricity sector and communication of the consequences that these changes will have in terms of new skills and the risk for the supply. However, the big challenge for this sector is to reconcile the transformation to “green” technologies with the creation of “green jobs”. They expected that SDCEES can help in marking some priorities to companies, governments, and vocational training institutions.

⁶ See Annex II for a list of institutions consulted.

Summary table

EUROPE – Social Dialogue on Climate Change in the European Electricity Sector

1) Level
Regional, supranational Sectoral (electricity sector)
2) Timeframe
The social dialogue started in 1995 and is an on-going process. Specific focus on climate change appeared more strongly from 2009.
3) Topics
Impact of climate change mitigation and adaptation policies on employment and competitiveness in the electricity sector.
4) Objectives
Knowledge building on the need for a just transition to the electricity sector in order to anticipate effects, monitoring, and discussion of alternatives
5) Actors
Unions (EPSU and EMCEF) ;Businesses (EUROELECTRIC)
6) Process management
European Federation of Public Service Unions (EPSU), European Mine, Chemical and Energy Workers' Federation (EMCEF), The Union of the Electricity Industry (EUROELECTRIC)
7) Process
Informal space
8) Types of resolutions
Knowledge sharing and information on effects of climate change on the electricity sector among business organizations and trade unions. No specific recommendations have been made.

4.3 FRANCE – The Grenelle Environment Round Table

LEVEL	ACTORS	PROCESS	TOPICS
NATIONAL	GOVERNMENT	INFORMAL	CLIMATE CHANGE
SUPRANATIONAL	UNIONS	FORMAL	ENERGY
SUB-NATIONAL	EMPLOYERS	LEGAL INSTRUMENT	EMPLOYMENT
SECTORAL	OTHER CIVIL SOCIETY		

Background

Similar to the other states of Europe, France has developed a National Sustainable Development Strategy over the first years of the new century. Following the European recommendations and directives, in 2003, the French Government created the National Council for Sustainable Development with the aim of facilitating the participation of different social actors in the construction of the National Strategy. The Council comprises representatives of NGOs, employers' associations, trade unions, journalists, scientists, and local and national authorities.

For the preparation of the new National Strategy (2009-2012), a wide-ranging consultation process called "*Grenelle de l'Environnement*" (The Grenelle Environment Round Table) was carried out during the second half of 2007.

The Grenelle Environment process consisted of a series of meetings organized by the French Government with the objective of discussing and developing long-term proposals on environmental and sustainable development issues. Participation in the debate featured representatives of different sectors, including government, professional associations, and NGOs.

Actors

The discussions involved five specific groups: government, local authorities, environmental NGOs, employers' organizations, and trade unions.

Methodology

The initial debate was organized into six working groups comprising 40 members from the five sectors involved. Each group addressed a different topic and worked on sub-topics:

- Group 1: Fight climate change and control energy demand
- Group 2: Preserve biodiversity and natural resources
- Group 3: Create an environment conducive to health

- Group 4: Adopt sustainable modes of production and consumption
- Group 5: Construct a green democracy
- Group 6: Promote green development favouring employment and competitiveness

Initially, it was predicted that each working group would hold four meetings. Due to the complexity of the topics, however, an additional meeting or two were added in almost all cases.

Two cross-cutting groups were also created: Genetically Modified Organisms (GMOs) and Waste.

On the basis of the reports prepared by each group, various consultations were carried out through 19 local and regional meetings, public Internet consultation, and parliamentary debate.

The Grenelle Round Table was held to overview the discussions held during the previous stages, and define proposals and measures based on their findings.

A final document compiled the proposals agreed upon the three priority topics: fight against climate change, biodiversity protection and reduction of contamination. The proposals where a consensus was not reached were passed on to the national government for consideration.

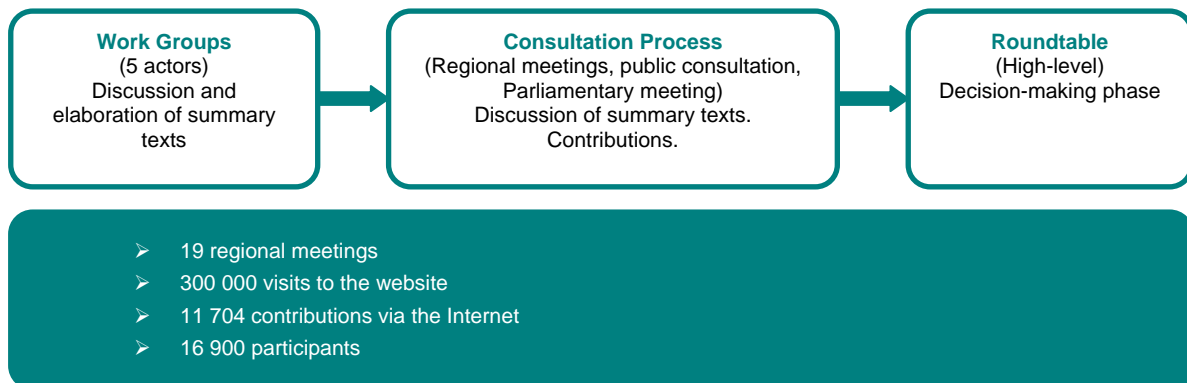


Figure 3: Participation process of the Grenelle Environment Round Table

Process management

The coordination of the process as a whole was the responsibility of the Ministry of Ecology, Development, and Sustainable Planning. The Roundtable featured high-level policy-makers, and was chaired by the President of the Republic of France.

Nature of resolutions

The final document which emerged from the Grenelle Roundtable contained principles and guidelines designed to develop a strategy for sustainable development based on the triple objectives of fighting against climate change, biodiversity preservation, and reduction of contamination.

Main outcomes

Summaries and reports of the six working groups were made public in 2007. Following this, the reports elaborated were open to public consultation through regional meetings and Internet forums. The 19 local meetings held were attended by 16,900 people. There were 300,000 online visitors, and 11,704 contributions were published. The Working Groups were attended by almost 250 people.

The Grenelle process led to the establishment of a Bill approved by the Senate on 23 July 2009 as the “Grenelle I” Law, and is composed of 57 articles. Grenelle I defines the general directives of the national commitment to the environment. A second project, “Grenelle II”, was further elaborated in order to complement and detail the rules for implementation of Grenelle I. The “Grenelle II” Law was adopted on 29 June 2010 and is composed of 248 articles, which complement pragmatically the major directives already developed in Grenelle I and translate them into obligations, prohibitions and permissions. Overall, the Grenelle process has adopted 268 commitments to environment and sustainable development.

This Law defines the priority sectors for the reduction of emissions and for energy efficiency as follows:

- 1) **Transport:** the goal is to reduce greenhouse gas emissions by 20 per cent by 2020 and reduce the dependency on hydrocarbons in this area. This is meant to be achieved through policies such as i) the development of the railway system, ii) the expansion of seaports and sea transport, iii) an environmental tax on heavy vehicles, and iv) the development of public transport.
- 2) **Construction:** the State establishes the objective of cutting energy consumption of existing buildings by at least 38 per cent by 2020, but also of improving energy efficiency of new buildings by applying the “low energy building” standard (less than 50 kWh/m²/year of primary energy) by the end of 2012.
- 3) **Energy:** the ambition is to diversify the energy mix in order to achieve by 2020 a minimum of 23% renewable energy production. Other measures include fostering local plans of action on energy efficiency developed by local authorities, and elaborating a national climate adaptation strategy for different industrial sectors.
- 4) **Agriculture:** the goal is to develop the share of organic farming to 20% by 2020 and promote sustainable practices in agriculture.
- 5) **Waste:** the ambition is to strengthen the waste reduction policy by promoting increased recycling by households and companies (75% by 2012 for household packaging waste and companies general waste), by reducing the production of household waste per capita (7% per year until 2014), and by limiting the amount of waste incinerated or stored (15% reduction by 2012).

- 6) **Biodiversity:** the policies developed include i) the creation of a “green and blue grid” linking natural areas, to enable flora and fauna to travel throughout the territory, ii) the establishment of a marine protected area covering 10% of the French waters, and iii) the setting up within five years (until 2014) of conservation plans to protect or restore 131 plants and animal species of critical danger of extinction.
- 7) **Health and environment:** the goals are among others i) to develop the second national health & environment plan to better understand and reduce the use of harmful substances, ii) to create before 2012 of a “health book” designed to allow workers to monitor their exposure at work to toxic chemical or biological substances, and iii) to develop a plan to reduce particles in the air.
- 8) **Urban planning:** the policies developed seek to fight the regression of agricultural land, create a link between population density and level of services by public transport, accelerate the timetable for the development of eco-districts and the modification of the existing urban planning law, and prepare a plan to restore nature in the city.

All these policies are supported by an increased funding of the research on sustainable development (one billion euros in addition by 2012), and by a reform of state's practices in areas such as energy emissions, paper consumption, and others.

An assessment report on the implementation of Grenelle Laws and the actions taken by the government in the priority sectors was prepared by the Evaluation Committee of the Grenelle Environment and Ernst & Young and was released on 2 November 2010 (The Evaluation Committee of the Grenelle Environment and Ernst & Young, 2010). The report finds that of the 268 initial commitments, 77% are completed or in progress, 19% are in development but require further mobilization, and 4% need a complete redefinition. The commitment of the government to promote effective implementation of the Grenelle process is reflected in achievements, such as the generalization of the standard “low energy building” for all new buildings from 2013, the renovation of 250'000 existing houses between 2009 and 2010, the decrease of the CO₂ emissions of new vehicles from 149 gCO₂/km to 130 gCO₂/km from 2007 to 2010, and the launching of 800 km of new high-speed lines.

The following initiatives have also been launched, partly as a result of the Grenelle process:

- 1) the “Sea Grenelle”, launched in 2009; and
- 2) “Grenelle Waves” (23 April to 25 May 2009) was launched under the slogan “Radiofrequencies, Health, and Environment”.

Assessment of achievements, opportunities and challenges by key actors⁷

This section summarizes the findings of in-depth interviews undertaken in August-September 2010 with representatives of some of the actors involved in the process: trade unions, employers' organizations, government, and NGOs.⁸

As a general assessment, all interviewees recognized that the Grenelle had mobilised public opinion and raised citizens' interest in and awareness of environmental issues. They also recognized that the process helped to strengthen the environmental agenda within different organizations and groups that took part in the process.

In terms of improving dialogue between actors, according to some interviewees, trade unions and environmental NGOs worked together for the first time during the Grenelle. This resulted in more social aspects being included in NGOs' positions and a convergence of positions. In the opinion of some participants, discussions undercut the stereotypes and generalizations that each group of actors held of the other groups, and revealed that the actors had more common interests than was previously thought.

Regarding the contents of the discussion, there is some divergence of opinions regarding whether the issues of labour and employment were "the driving force". Some interviewees thought that a cost analysis of proposals, a social evaluation of the propositions and an analysis of their employment and growth consequences were missing from the discussions.

From trade unionists' responses, the Grenelle process was considered not effective to improve social dialogue (bipartite/tripartite dialogue) and it was unable to build consensus, while NGOs representatives regarded the Grenelle as "a step towards a culture of consensus" and "positive conflict".

Opinions vary on the legislation process of the Grenelle. Some shared the positive opinion of a government representative, who said that, "there is a perfect translation of commitments into the law". Both trade unions and NGO representatives, on the other hand, expressed some frustration on the general outcomes of the Grenelle. One NGO representative, for example, said that, "[the] commitments are almost not part of the final law", and several actors complained about the extremely powerful role of lobbies, which indirectly "eroded" certain aspects of the Grenelle in the legislative phase.

In the opinion of some of the interviewees, the organization and the timeframe are one of the challenges faced by the Grenelle. The voice of civil society could be diminished through the long process (three phases) of the discussion. Normally, in the third and legislative phase, the voice of civil society is largely reduced, and lobbies had a powerful influence and reduced the extent of the reforms. Such organization also makes the process very long and 'heavy' in terms of workload.

⁷ See Annex II for a list of actors consulted.

⁸ Full report is available in Annex III.

According to the opinion of some of the trade unions and NGOs representatives, the organisations with limited resources could not follow the process in its entirety or make their voices heard.

In addition, some trade unionists and members of employers' organisations raised concerns over the legal framework of the process and its relation to other social dialogue mechanisms present in France, such as collective bargaining.

Summary table

FRANCE – Grenelle de l'Environnement (the Grenelle Environment Round Table)

1) Level
National
2) Timeframe
ongoing
3) Topics
Environmental and sustainable development policy Specific theme related to climate change and energy, biodiversity and pollution reduction
4) Objectives
Proposals and recommendations on key topics to be considered by policy makers
5) Actors
National government, unions, employers, environmental NGOs, and local authorities
6) Process management
Ministry of Ecology, Development, and Sustainable Planning
7) Process
Formal consultation
8) Types of resolutions
Recommendations

4.4 INDIA – Multi-stakeholder Taskforce on Green Jobs and Climate Change

LEVEL	ACTORS	PROCESS	TOPICS
NATIONAL	GOVERNMENT	INFORMAL	CLIMATE CHANGE
SUPRANATIONAL	UNIONS	FORMAL	ENERGY
SUB-NATIONAL	EMPLOYERS	LEGAL INSTRUMENT	EMPLOYMENT
SECTORAL	OTHER CIVIL SOCIETY		

Background

India is a country that faces the vital challenge of ensuring economic growth and eliminating poverty. Employment creation and the promotion of opportunities for decent work are key aspects of a strategy to achieve the goals of inclusive and equitable growth.

At the same time, the looming threats of climate change and environmental degradation are widely recognized as critical problems that need to be addressed in order to ensure the sustainability of the country's development path. The government has put in place several policy instruments aimed at promoting the conservation and efficient use of natural resources and at limiting the negative environmental impacts of economic activities. In 2008, efforts to tackle the challenges deriving from climate change were further systematized and given momentum through the comprehensive framework of the National Action Plan on Climate Change.

It has now become apparent that the overriding priorities of growth, job creation, and poverty reduction need to be linked to efforts to achieve ecological sustainability and that environment related measures must be embedded in the overarching trajectory of economic and social development.

A Multi-stakeholder Taskforce on Green Jobs and Climate Change was established on the basis of the recognition of such linkages in March 2009. The Taskforce was constituted under the leadership of the Ministry of Labour & Employment (MOLE) with the support from the ILO.

Actors

The Taskforce comprises representatives from various governmental departments, workers' and employers' organizations, research institutes and non-governmental organizations who come together with the aim of addressing the employment and labour market dimensions of environment-related policies and strategies for supporting environment friendly opportunities for decent work.

Objectives and scope

From a governance perspective, the Taskforce seeks to promote awareness on green jobs and dialogue among a range of different institutions, thus fostering a broad-based support for a just transition to more sustainable economies, and to assist towards enhancing inter-agency and inter-ministerial coordination and policy coherence.

Methodology

The first meeting of the Taskforce was held on 26 March 2009 with the aim of discussing the general direction of its work. At this meeting, attention was brought to the following issues:

- The importance of addressing the employment and labour market implications of the National Action Plan on Climate Change and its 8 Missions⁹ ;
- The quality of jobs in terms of decent work elements; the hazardous nature of jobs; and the decent work gaps in certain sectors, such as waste and recycling and ship-breaking;
- The significant role that the Mahatma Gandhi National Rural Employment Guarantee Act (MGNREGA) can play in natural resource regeneration and the creation of environment-friendly employment;
- The potential role of Small and Medium Sized Enterprises (SMEs) in contributing to cleaner production systems and in providing goods and services for greener economies;
- Renewable energy as a key sector to be examined for its implications in terms of environmental impacts and employment effects.

At the Taskforce meeting, it was decided that a smaller technical group - Sub Group would be constituted to serve to advance technical discussions and carry out preparatory research.

Sub Group meetings and deliberations:

The Sub Group of the Multi-stakeholder Taskforce on Green Jobs and Climate Change has been meeting periodically to further identify areas and issues of priority and to hold thematic discussions on selected issues. In the course of its meetings, the Sub Group has drawn attention to the following issues and areas of concern:

a. The notion of green jobs and the green jobs approach in India

It was agreed that the Taskforce would develop a practical definition of green jobs that would be technically sound but also easy to understand by the public. It was also agreed that the overall

⁹ Specific target was made of the employment expected to be created through the Missions and their skill requirements.

approach to green jobs promotion in India would have to reflect the key priority of employment promotion and the overall concern for enhancing the quality of employment.

b. Sector-wise assessment of green jobs

It was agreed that the assessment of green jobs in core sectors would be very important for policy discussions and for making interventions, if required. In order to maximize the relevance of such an assessment, it was deemed that it should identify the sectors with high potential for the creation of green jobs and opportunities for 'greening' existing employment and/or enhancing decent work elements.

c. Government flagship schemes and their potential for green jobs – the case of Mahatma Gandhi National Rural Employment Guarantee Act (MGNREGA)

It was agreed that government flagship schemes hold a significant potential for the promotion of green jobs. The MGNREGA for example, was launched by the Government of India in 2006 and covers a rights-based approach to development, income security to rural households through guaranteed wage employment, some check on distress migration from rural to urban areas and creation of durable assets. It was pointed out that one of the objectives of the scheme is to restore the natural resources of the country. The significant scope for green jobs in MGNREGA was underlined, particularly in relation to the inter-sectoral convergence guidelines that cover programmes in areas like afforestation, irrigation, land resources, and agriculture. It was agreed that a study of green jobs under MGNREGA would be of immense use to assess the environmental and decent work dimensions of jobs created under the scheme. As a response to the interest expressed by the Sub Group, the ILO and Development Alternatives carried out a study on green jobs under MGNREGA (ILO, 2010b).

The study entails the development of a matrix of indicators and a scoring system to assess the quality and environmental impact of jobs created under the scheme and their application to selected works in the district of Kaimur in Bihar. The study suggests that some of the jobs created under MGNREGA should be considered "green". Yet the fact that the jobs barely pass the benchmark scores indicates that there is ample scope for making them greener and more decent.

Further issues related to MGNREGA and green jobs that were deemed to be of importance in the course of the Sub Group discussions included: the specifics of the methodology used and its wider applicability, recommendations for enhancing the environmental impact and job quality under MGNREGA, and questions related to skills development and long term impacts of MGNREGA.

The ILO is planning a pilot initiative in collaboration with the Ministry of Rural Development that will build on the green jobs dimension of MGNREGA and anchor it to convergence guidelines. The importance of examining the green jobs aspect of other Government flagship schemes, such as the Jawaharlal Nehru Urban Renewal Mission, was also emphasized on several instances.

d. Skills for Sustainable Development

Skill requirements have been identified as one of the most critical aspects of the relation between climate change/environment policies and employment. New skill requirements will emerge from green policies, and they will pertain to both new kinds of occupations and to the transformation of existing occupations. Meeting such skill requirements is vital to enabling the transition to more sustainable economies and societies. It was agreed that a study to preliminarily assess the skills associated with green jobs in India would provide an important contribution to policy discussion. The ILO and National Institute of Science Technology and Development Studies (NISTADS) eventually carried out a study on skills for green jobs in India as part of a global ILO study (Kumar et al., 2010).

e. Employment and labour market aspects of the National Action Plan on Climate Change, the Solar Mission

The Solar Mission, together with the Mission on Enhanced Energy Efficiency, was one of the first missions finalized and received the approval of the Prime Minister. The specific activities and targets set out in the Solar Mission were shared with the members of the Sub Group, as were their employment and labour market implications. It was pointed out that considerable manpower would be required at different levels (technicians, middle management, higher management, research and development) because of the Mission's ambitious targets and the short time frame in which to reach them. The Ministry of New & Renewable Energy (MNRE) and the MOLE have initiated a collaboration to meet the major challenge of building a sufficient technical human resource base. The strategy will include the development of syllabus/training modules, the incorporation of short modules into existing training schemes, the organization of Training of Trainers in selected ITIs, and an area based approach for states/areas with specific requirements (e.g. Jharkhand, Ladakh). The MNRE has also initiated collaborations with colleges and universities, which includes the launch of a fellowship scheme.

It was agreed that identifying an effective strategy to strengthen the role of private sector players in the dissemination of renewable energy solutions was of high importance. As a general point, attention was also brought to the need to examine other forms of renewable energy and renewable energy solutions and analyse their labour and employment dimensions.

f. Employment and labour market aspects of the National Action Plan on Climate Change – other missions

The Mission on Enhanced Energy Efficiency and the Mission on Sustainable Habitat were discussed in more detail. Among the issues raised were the implications of energy efficiency regulations and green building standards for enterprises and workers. Attention was drawn to the need to examine various components of green buildings (such as energy efficiency, water management, building materials, and waste management) and their implications along the supply chain for employment

and labour. It was also indicated that win-win solutions in terms of resource effectiveness (and thus cost savings) were to be highlighted and promoted among potential private investors.

It was agreed that the discussion on energy efficiency measures and their labour and employment dimensions would be carried forward. It was also decided that other components of the Sustainable Habitat Mission, along with other Missions, would be discussed in further details once their activities and targets are finalized. Finally, it was pointed out that employment and skill dimensions of climate related policies are to be brought to the attention of the relevant Government Department/Ministries and that efforts should be made to incorporate them in the state-level Action Plans on Climate Change to be developed by the State Governments.

g. The role of private sector in the transition to greener economy

Private sector has been recognized as having a vital role in the transition towards a more sustainable development path and that devising strategies is imperative for leveraging such a role. On the one hand, the private sector's role is linked to the opportunities arising from emerging green sectors, including renewable energy. Issues that have been identified for further discussion include strategies for Public-Private Partnership, entrepreneurship development, collaboration with financial institutions and other institutions. On the other hand, private sector players are the key agents in the shift to more sustainable production systems that maximize resource efficiency and minimize waste and environmental impact. To this end, strategies to encourage "buy-in" by enterprises are seen to be critical.

Outcomes and way forward

Some of the key areas of focus identified in the beginning by the Taskforce included:

- Awareness raising among employers, workers, government departments, civil society organizations and research institutions;
- Understanding and addressing the employment dimension of environment and energy measures;
- Clean technologies and their relation to green jobs;
- Skill requirements for the transition to greener economies; and
- Mainstreaming of green jobs principles in government policies and programs.

With respect to the above, the work of the Sub Group of the Taskforce has resulted in:

- A joint MOLE-ILO National Conference on green jobs in June 2010 and an interactive event with ILO tripartite constituents and partners which played a key role in creating awareness and promoting green jobs principles among different stakeholders;

- Preliminary discussion on the National Action Plan on Climate Change; in-depth discussion of the Solar Mission in relation to its employment aspect; and initiation of MOLE – MNRE collaboration for addressing the human resources and employment dimension of the Solar Mission;
- Identification of core flagship schemes to assess and expand the potential for green jobs promotion – MGNREGA, Ministry of Housing & Urban Poverty Alleviation, Jawaharlal Nehru Urban Renewable Mission, Swarnajayanti Gram Swarajgar Yojana¹⁰, and Prime Minister's Employment Generation Programme¹¹; these schemes cover among others the areas of poverty alleviation, skills development and training, empowering the community to tackle the issue of urban poverty, the development of efficient urban infrastructures, and integrated rural development and sustainable employment;
- Undertaking ILO-Development Alternatives study on green jobs in MGNREGA, and assessing environmental and decent work aspects of employment provided (ILO, 2010b);
- Generating widespread interest in ILO – NISTADS study on skills for green jobs (see Kumar et al., 2010);
- Planning of ILO study on sector specific employment scenarios.

Next steps and priority issues for the upcoming meeting and work of the Taskforce and the Sub Group consist of:

- In-depth discussion of the Enhanced Energy Efficiency Mission and the Mission on Sustainable Habitat and their employment and decent work implications, including issues related to skill needs, challenges, and opportunities for green jobs in the construction sector; information gaps and potential issues for research and venues for collaboration among various stakeholders;
- Discussion on other missions under the National Action Plan for Climate change, with reflections on their employment and labour market aspects;
- Consultations with State Governments to devise strategies to mainstream employment and skills in state-level Action Plans on Climate Change;
- Work on flagship schemes: continuation of the work on MGNREGA, initiation of in-depth discussion on SJSRY (Swarna Jayanti Shahari Rozgar Yojana: poverty alleviation scheme), Jawaharlal Nehru Urban Renewable Mission and other flagship schemes;

¹⁰ It is an initiative launched by the India Government to provide sustainable income to poor people living in rural areas of the country, which was launched in 1999.

¹¹ It is a credit linked subsidy programme of India Government, which was introduced in 2008.

- Further discussion on the role of the private sector in the transition to a greener economy, entrepreneurship development, identification of business cases, experiences of Public-Private Partnerships, win-win solutions for more sustainable enterprises;
- Identification of specific areas of collaboration among different Departments and Institutions to build on complementarities and contribute to integrated approaches for sustainable development.

Assessment of achievements, opportunities and challenges by key actors

This section summarizes the findings of in-depth interviews undertaken by the ILO in September 2010. Despite the fact that all members of the Taskforce were invited to participate, only two of them responded to the questionnaire: one representative from a non-profit organization and one representative from trade unions.¹²

Both interviewees consider that it is too soon to assess the outcomes and achievements of the Taskforce on Climate Change and Green Jobs. They did comment, however, on the value of establishing a participatory process instead of an inter-ministerial consultation. Moreover, both highlighted the importance of having the ILO involved in the process, given that its “ability to work collaboratively has been of immense value to the Taskforce”.

The trade union representative indicated that one of the main concerns is the absence of trade union representatives in the Working Group, which has the mission to develop a “systematic approach and comprehensive framework on labour related issues and green jobs”. This inclusion has been requested by trade union representatives, but no changes in the composition of the Group have been made to date.

The trade union representative also pointed out the need for a better integration of other ministries, as well as for shifting from good statements to real action and change towards green jobs initiatives.

Even though it is too early for outcomes to be assessed, the trade union representative expressed that this participatory space contributes to the dissemination at the national level of relevant information among social partners. The participation of trade unions, nonetheless, is weak; not only is participation nominal, but important actors are also absent, especially in the working group. The trade unions’ involvement and participation is limited to a few committed individuals, as the labour movement does not yet give priority to this subject.

The civil society representative found the process “remarkably open in terms of accessibility to policy dialogue” at the high level, but not as accessible to a wider group of stakeholders in comparison to other existing participatory mechanisms.

¹² See Annex IV for the individual interviews.

In his opinion, the process has been significantly dynamic because the Taskforce lead to inter-ministerial consultation and benefits from the inputs of relevant stakeholders instead of being followed only by Ministries. He pointed out that for the Taskforce to become more effective at directing a just transition process, it should “make a transition from being a consultative platform to a body that plays an active advisory role”.

The main weakness of the process, he says, is the lack of traction within Ministries that are responsible for issues such as environmental performance, renewable energies, energy efficiency, and finance, or Ministries that deal with specific sectors –transport, railway, power- which have not been involved. Another weak aspect he mentioned is the lack of an established mechanism to communicate findings and conclusions within government and amongst stakeholders.

He found that the quality of participation from several Ministries should improve. In his opinion, the lack of effective participation is very likely a reflection of the fact that “issues related to green jobs have not been prioritized by the concerned Ministry”.

The civil society representative also suggested that priority should be given to Micro, Small and Medium Enterprise, as well as the informal sector, as they account for approximately 87% of all employment in India. Another issue that should be given more emphasis is the link between national energy policy and employment policy, since in the National Employment Policy, there is no consideration regarding the energy needs to create 10 million jobs every year or regarding how this additional energy would be produced.

In his opinion, the existence of the Taskforce was valuable as a participatory platform whereby stakeholders can provide inputs on policy formulation and “instrumental to the success of the National Conference on Green Jobs”, held in June 2010.¹³ However, he said that it is not clear how the Taskforce will assimilate and provide follow-up to the outcomes of the Conference.

Both interviewees considered that the space should be maintained and strengthened to improve the outreach and involvement of a wider group of stakeholders. Both actors pointed out the need for ILO’s continued support of the process.

¹³ The presentation could be found at MEFI, 2010.

Summary table

INDIA – Multi-stakeholder taskforce on Green Jobs and Climate Change

1) Level
National
2) Timeframe
2009 – present day
3) Topics
Climate change, green jobs, employment
4) Objectives
To promote awareness on green jobs and dialogue among a range of different institutions, and to assist towards enhancing inter-agency and inter-ministerial coordination and policy coherence
5) Actors
Multi-sectoral
6) Process management
Ministry of Labour and Employment (technical assistance by the ILO)
7) Process
Formal
8) Types of resolutions
Proposals, recommendations

4.5 SANTA FE, Argentina – Advisory Committee of the Cleaner Production programme (Consejo Asesor Programa “Producción Más Limpia”)

LEVEL	ACTORS	PROCESS	TOPICS
NATIONAL	GOVERNMENT	INFORMAL	CLIMATE CHANGE
SUPRANATIONAL	UNIONS	FORMAL	ENERGY
SUB-NATIONAL	EMPLOYERS	LEGAL INSTRUMENT	EMPLOYMENT
SECTORAL	OTHER CIVIL SOCIETY		

Background

The Advisory Committee for Cleaner Production (Consejo Asesor para una Producción Más Limpia, PML) is part of the Cleaner Production programme, which promotes better environmental efficiency (initial planning, optimization of the use of primary materials and energy, and the incorporation of technologies) and is based on public–private cooperation.

The Committee is a space for exchange information and opinions between provincial government, provincial technical organizations, workers, universities, and environmental NGOs. The main objective is to discuss the main lines of the Clean Production Program through proposals and recommendations to the government. It also aims to assist local governments and small businesses in implementing environmental protection measures and environmentally sustainable production practices. It has a role in the development of proposals and recommendations for the provincial government.

The Committee has been organizing different citizen initiatives and promoting effective social dialogue in Santa Fe. One of the most noteworthy experiences include the spaces for dialogue opened by the Secretariat of Labour of the province, which are highly valued by local unions, and the experiences of Participatory Proposals and Agenda 21 of some municipalities (MWPSE, 2009).

Methodology

To date, the Committee has functioned as an informal dialogue space. It coordinates weekly meetings in which actions are proposed and actors make commitments and present proposals for future actions.

Resources and strategies are mainly centred on small and medium-sized enterprises (SMEs) from the following sectors: the dairy industry, paint industry, electroplating and metallurgy, and grain storage.

Three working themes have been proposed:

- training: a primary working theme of the Committee is technical training; activities are being carried out in the different branches of the PML Programme in the aforementioned sectors;
- information: construction of a database; and
- monitoring.

The main focus of the discussions refers to the use of less contaminating processes, treatment mechanisms, control, and monitoring. Other aspects are also included, such as climate change, the discussion of low CO₂ emission technologies,¹⁴ and production processes related to the exploitation of native or implanted forests.

Process management

The process is managed by the Ministry of Water, Public Services, and the Environment of Santa Fe, through the Secretariat of the Environment.

Nature of resolutions

Recommendations

Specific outcomes

The Advisory Committee is currently being consolidated. During 2009, Working Commissions were created at the sectoral level. In 2008-2009, the project accompanied and supported the development of the following activities:

- Organization of training activities – “An Introduction to Cleaner Production: Tools and Methods” was introduced to two of the five branches of the Environmental Managers and Facilitators Network;
- Diagnosis and actions for improvements in dairy companies in the Association of Small and Medium Dairy Companies;
- Meetings with the Trade Union of Grain Storage Companies and the Association of Agrarian Cooperatives aiming at establishing forms of cooperation for the implementation of the programme; and
- Review of waste generation and management and mapping of effluents produced by the businesses of the industrial park of Alvear, with the aim of designing a collective and business-specific management plan.

¹⁴ Argentina has no legally-binding emissions reduction commitments under the Convention on Climate Change and its Kyoto Protocol.

Assessment of achievements, opportunities and challenges by key players¹⁵

The actors interviewed recognize that this space still needs to be consolidated and that to date it has mainly worked as a space for the exchange of information. At the same time, they expressed high expectations in terms of the potential that this space might have for environmental improvements, in particular in industrial areas close to urban or port areas.¹⁶

The union organization interviewed indicated that there was a lack of information and it was difficult to deal with topics from specific sectoral focuses. He stressed the needs to increase training focusing on solving environmental problems at the level of its own delegates for trade unions.

According the NGO representatives that were consulted, employers' representatives (mainly from SMEs) look primarily to the space as a source of technical and financial support in order to be able to fulfil environmental requirements, and not as a space for dialogue and debate.

Both the governmental administrations and unions agree that one of challenges faced in advancing the consolidation and qualification of the space is the need to strengthen workers' participation, which is recognized by all actors as having a fundamental role in the successful implementation of the programme.

In order to manage the transition towards a cleaner production in a coherent way and to allow for the integration of labour and social aspects, some actors pointed out the necessity of incorporating aspects of health and work safety into the discussion as part of the strategies proposed which also involves the participation of Secretariat of Employment in the process.

Despite the fact that the Secretariat of Environment considered the Program a priority, one of the main difficulties in guaranteeing the execution of the Program and the functioning of the Advisory Committee is a lack of financial resources.

¹⁵ See Annex II for a list of actors consulted.

¹⁶ The region possesses some of the largest ports in the country for the exportation of cereals and other agricultural products.

Summary table

SANTA FE, Argentina: Provincial Advisory Committee of the PML Programme

1) Level
Provincial: province of Santa Fe Sectoral: dairy industry, textiles, metallurgy, electroplating, grain storage
2) Timeframe
2008 – present day
3) Topics
Production policy: transformation and adaptation of the productive system for a green economy Cleaner production processes
4) Objectives
Presentation of proposals, exchange of information, coordination of awareness-raising and educational activities, training
5) Actors
Government, businesses, unions, research institutions, environmental NGOs
6) Process management
Provincial Secretariat of the Environment
7) Process
Informal space for dialogue
8) Types of resolutions
Not applicable

4.6 SOUTH AFRICA – Formulation of National Climate Change Response Policy

LEVEL	ACTORS	PROCESS	TOPICS
NATIONAL	GOVERNMENT	INFORMAL	CLIMATE CHANGE
SUPRANATIONAL	UNIONS	FORMAL	ENERGY
SUB-NATIONAL	EMPLOYERS	LEGAL INSTRUMENT	EMPLOYMENT
SECTORAL	OTHER CIVIL SOCIETY		

Background

In 1994, the National Committee for Climate Change (NCCC), presided over by the Department of Environmental Affairs and Tourism (DEAT, undated), was established with the mission of advising the government on climate change issues, in particular in relation to international negotiations.¹⁷ In this context, and faced with the challenges posed by mitigation, a national process for the collective construction of scenarios for potential mitigation measures was started by presidential mandate from Cabinet in 2006, creating Long-Term Mitigation Scenarios (LTMS). The Long-Term Mitigations Scenarios (LTMS, 2008) proposed the following three objectives:

- the main groups in civil society should understand and support an ambitious set of realistic scenarios for future action against climate change in which all groups and the whole country would be involved;
- to prepare and advise representatives in South Africa in the international post-2010 negotiation process; and
- to advise the National Cabinet on the approval of a long-term climate change policy and the adoption of positions within the framework of the UNFCCC.

Actors

The process involves government departments at national, regional, and local level, business organizations, unions, universities, NGOs, and other civil society bodies.

¹⁷ See Part II of this Report for further information on the NCCC.

Process management

The DEAT steers the process with the supervision of an Inter-Ministerial Group. The LTMS is mainly led by the DEAT and managed by the Energy Research Center for the process and Tokiso¹⁸ for providing independent facilitation (LTMS, 2008).

Methodology

a. Phase I: The decision-making process (see figure 3 for explanation) is comprised of two stages (through Scenarios Building Team and High Level Group), both conducted with the participation of the aforementioned government and civil society bodies: Phase I: The Scenarios Building Team (SBT)

The SBT featured the participation of strategic figures from the different groups involved. Participation in this phase was on an individual level and based on knowledge and technical abilities, without the formal representation of any organizations. This group discussed and developed the database for the design of the scenarios, reporting the second construction phase of the LTMS.

Specialized groups were consulted and asked to contribute to research, suggestions, and recommendations. Important groundwork was carried out in order to reach basic agreements, such as the regulations for the process, the definition of key elements for the construction of the scenarios, and the assessment of the level of adequacy of initial outcomes. The process of construction of basic agreements was carried out by consensus of all participants.

The SBT met six times between August 2006 and October 2007. A smaller Work Group, which met in the interim, was established. Two documents were produced which formed the basis of the discussion in Phase II: the Scenario Framework and the Scenario Report.

b. Phase II: The High Level Group (HLG)

The HLG comprised of a smaller number of delegates and leaders representing each of the groups in the SBT and included ministers from the Inter-Ministerial Committee (IMC). This group discussed and analysed the scenarios constructed in the previous phase.

Apart from the internal discussions of the HLG, in which the leaders of each of the groups and members of the IMC made contributions and identified areas of agreement in the discussion of positions, this phase also involved a series of actions coordinated by the DEAT:

- special meeting of the NCCC;
- special meeting with union leaders;

¹⁸ Tokiso is the largest private dispute resolution provider in South Africa, with 250 panellists in all provinces and internationally, who resolve over 10 000 disputes per annum.

- special meeting with business leaders; and
- roundtables with union delegates, NGOs, representatives of industry and of other relevant sectors.

c. Phase III: Conclusion of the process:

The process was concluded by the IMC, which developed South Africa's negotiating positions in the international negotiation process, as well as long-term climate change policies. These conclusions were elevated to the National Cabinet for approval (see figure 3).

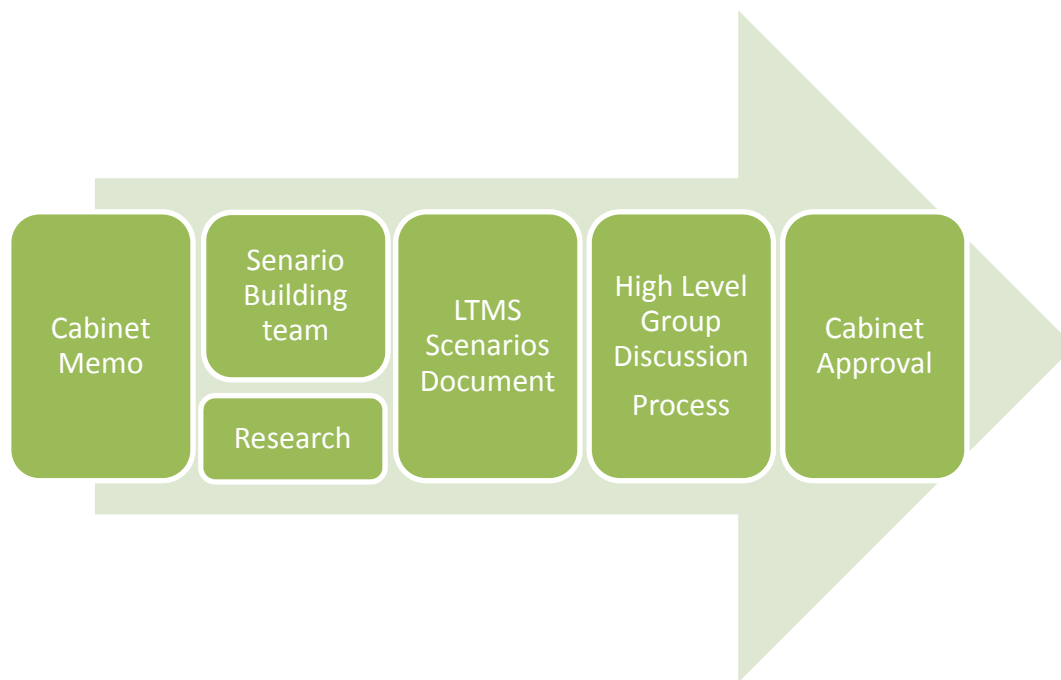


Figure 3 Three phrases decision making process

Main outcomes

The main specific outcome has been the elaboration of the LTMS itself, which included an investigation of the economy-wide implications of climate change mitigation scenarios in terms of changes in production and GDP (value added), employment and income distribution. For each scenario, the effect on employment for unskilled, semi-skilled and highly skilled workers was analysed.

Other activities, in particular the roundtables and special meetings developed during the process had allowed the widening of communication activities to include various social actors and heightened the level of understanding and support for the policies adopted at a national level.

Most importantly, drawing on the LMTS, the government initiated the development of a Green Paper aimed at concretizing the LMTS deliberations into an action plan. A National Climate Change

Response policy Development Summit was thus organized in 2009 to initiate a consultative process to develop The Climate Change Response Policy of South Africa. The final draft of these deliberations (Green Paper) was published in November 2010. After series of public workshops, bilateral engagements, discussions and debates among governmental departments, the Government's National Climate Change Response Policy was approved on 2011 and was published as a White Paper on 2011.

The National Climate Change Response Policy highlights the impact of climate change adaptation and mitigation on employment. The policy aims to limit jobs reduction to those areas of the economy where excessive carbon intensity is considered unsustainable, while encouraging the promotion and expansion of the green sectors. It also promotes investment in human and productive resources that will enhance the green economy. Government will also assess the vulnerability of the different economic sectors to climate change and develop Sector Job Resilience Plans, as well as include climate change elements in the review of the National Skills Development Strategy.

Assessment of achievements, opportunities and challenges by actors

The mining workers participated in the first stages of the process, and they expressed frustration for what they consider to be a gap between the reality they are facing in their sector and the discussions and analyses which are taking place as part of this initiative. They also found that the government did not sufficiently involve all stakeholders. They were only called to participate at the beginning of the process and were not informed on the follow up and its implementation process.¹⁹

¹⁹ Attempts have been made to contact representatives who participated in the SBT and HLG during December 2009 and January 2010. At the time of submission of this report, the only received answer was that of the mining workers.

Summary table

SOUTH AFRICA – Construction process of the Long-Term Mitigation Scenarios (LTMS)

1) Level
National
2) Timeframe
2007–2009
3) Topics
Climate change mitigation, socio-economic effects, effects on employment and competitiveness
4) Objectives
Evaluate scenarios and advise the Inter-Ministerial Committee on Climate Change on national policy and positioning in international negotiations
5) Actors
Government, business organizations, unions, civil society
6) Process management
Department of Environmental Affairs and Tourism
7) Process
Formal
8) Types of resolutions
Recommendations

4.7 SOUTHERN CONE – MERCOSUR Social Summit (Cumbre Social del MERCOSUR)

LEVEL	ACTORS	PROCESS	TOPICS
NATIONAL	GOVERNMENT	INFORMAL	CLIMATE CHANGE
SUPRANATIONAL	UNIONS	FORMAL	ENERGY
SUB-NATIONAL	EMPLOYERS	LEGAL INSTRUMENT	EMPLOYMENT
SECTORAL	OTHER CIVIL SOCIETY		

Background

The Southern Common Market (MERCOSUR) was founded in 1995 with the participation of Argentina, Brazil, Paraguay, and Uruguay. The Bolivarian Republic of Venezuela was also accepted as a full member of the group in 2009. Bolivia, Chile, Colombia, Ecuador, and Peru are associate countries of MERCOSUR.

Upon the suggestion of the pro-tempore Presidency of Uruguay, the SOMOS MERCOSUR (undated) initiative was created in an attempt to strengthen the political, social, and cultural aspects of the integration process in 2005. The objective proposed was to involve citizens in the regional integration process, generating new spaces for civil society and government to debate, formulate demands, and participate in decision-making processes. Among the most active organizations are the Southern Cone Trade Union Coordinating Committee (CCSCS), the Mercosur Social and Solidarity Programme, the Mercocities Network, the Mercosur Feminist Articulation, and the Mercosur Human Rights Public Policy Observatory.

Following this line of strengthening and increasing citizen participation in the process of regional integration, the pro tempore Presidency of Brazil proposed the celebration of the MERCOSUR Social Summit in 2005. Its objectives were to increase social participation, to propose an environmental agenda for the region, to influence the regional political agenda, to inform and train the citizens of the Mercosur block, and to broaden the SOMOS MERCOSUR programme.

At the 32nd Summit of Heads of State of MERCOSUR in 2007, it was decided that the Social Summits would become a permanent activity to be held within the context of the meetings of the presidents of the block. In terms of environmental policy, the Social Summit held in Salvador in 2008 was of particular importance, because the debate on climate change policy was one of its main topics.

Actors

The MERCOSUR Social Summit is an important forum for the discussion of strategic priorities in the policies of the block. It is an open and wide-ranging space for participation of governments, trade unions and business organizations, different groups from civil society, local authorities, women's and youth organizations, organizations of rural, traditional, and indigenous populations, and environmental, development, and human rights NGOs.

Regional networks and coalitions also participate in the process, including such as the CCSCS, the Mercocities Network, the Hemispheric Social Alliance, the Brazilian Network for the Integration of Peoples, the Brazilian Forum of NGOs and Social Movements for the Environment and Development, the Sustainable Southern Cone Programme, and representatives of the People's Summit.²⁰

Approximately 500 people participated in the First Summit, which took place in Brasilia in December 2006. The General Secretariat of the Presidency of the Republic of Brazil coordinated the Summit, and around 30 social, cultural, trade unions, business, and student organizations were involved.

Methodology

The working groups discussed and designed proposals related to the topics defined by the organizers of the Social Summit, with each working group developing a final summary document. These documents form the basis for the Social Summit Declaration, which has been submitted to the new pro-tempore Presidency for consideration.

Process management

The coordination of the Social Summit is managed by the corresponding pro-tempore Presidency in conjunction with a group of regional civil society organizations from member and associated countries. The characteristics of this coordinating group vary according to the particular characteristics of the country of origin in terms of its tradition of dialogue between government and society, the level of organization and coordination between organizations.

Nature of resolutions

Recommendations and proposals are designed to be implemented at the regional level.

Main outcomes

One of the contributions of the Social Summit has been to promote a better integration of environmental policy in the regional policies. This has been more fragmented on an institutional level, however, due to the way in which the working groups are organized.

²⁰ The People's Summit is a space organized by civil society which predates the Social Summit. In general, it is held in the same city in the days prior to the celebration of the Social Summit. In addition to featuring its own agenda, the People's Summit also discusses and coordinates positions to be presented at the MERCOSUR Social Summit.

The principal environmental recommendations which have emerged from the Social Summits include the following:

- to implement and strengthen social participation in the integral management of hydrographic and cross-border basins;
- to hold a regional conference to discuss the environment and natural resources in the MERCOSUR region, inspired by the Brazilian Conferences on the Environment;
- to broaden participation of civil society in the Working Sub-Group on the Environment; and
- to monitor the incorporation of environmental issues into regional infrastructure integration initiatives.

Assessment of achievements, opportunities and challenges by key players²¹

The main achievement of the Social Summit as a forum for dialogue has been its consolidation over the years.

A primary achievement includes that environmental issues are dealt on a level playing field with other social and economic topics, in contrast with the institutional structure, where environmental issues are addressed by a sub-group.

The importance given to the space varies, however, according to the Presidency. When the responsibility for organization falls on countries where the government or civil society's environmental agenda is not strong, less emphasis is placed on these topics in the final proposals and recommendations of the Summit.

Given that the results are non-binding, some of the proposals adopted during a Social Summit have to be put on hold until that same country holds the pro-tempore Presidency; until then, it is unlikely that their discussion will be reignited in the working groups of the institutional structure. Such is the case, for example, with the proposal which emerged from Brasilia 2006 to hold a MERCOSUR Environment Conference following the model of the Brazilian National Conference on the Environment.

In addition, a recurring theme of all the Social Summits is the need to broaden the participation of civil society in the institutional structures of MERCOSUR.

²¹ Due to a lack of response from the actors consulted, declarations and news items published in various sections of the media by a variety of actors have been taken into account. The opinion of the Sustainlabour team who participated in the organization of the Social Summit held in Brasilia in 2006 and represented civil society in subsequent Summits, has also been taken into consideration.

Summary table

SOUTHERN CONE – MERCOSUR Social Summit

1) Level
Regional, supranational. Member countries: Argentina, Brazil, Paraguay, Uruguay, and Venezuela Associated countries: Bolivia, Chile, Colombia, Ecuador, and Peru
2) Timeframe
2006 – present day
3) Topics
Social, cultural, economic, and environmental policy of the group of countries
4) Objectives
Discussion, debate, and recommendations on social, cultural, economic, and environmental policy
5) Actors
Different levels of government and organized civil society (including trade unions and business organizations)
6) Process management
Pro-tempore presidency with the support of social organizations in the region
7) Process
Permanent formal process (Decision of the 32nd Summit of Heads of State, 2007)
8) Types of resolutions
Recommendations to be considered by the country that holds the presidency

4.8 SPAIN – Sectoral Roundtables on Social Dialogue²²

LEVEL	ACTORS	PROCESS	TOPICS
NATIONAL	GOVERNMENT	INFORMAL	CLIMATE CHANGE
SUPRANATIONAL	UNIONS	FORMAL	ENERGY
SUB-NATIONAL	EMPLOYERS	LEGAL INSTRUMENT	EMPLOYMENT
SECTORAL	OTHER CIVIL SOCIETY		

Background

Spain has implemented various measures to reduce greenhouse gases to meet its commitments under the Kyoto Protocol and related European Directives.²³ Major measures include the Spanish Strategy for Energy Saving and Efficiency 2011–2020 and its respective Action Plan; the Spanish Renewable Energies Plan 2011–2020; the National Emission Allocation Plan 2008–2012²⁴; the 2005–2011 Planning Review of the Gas and Electricity Sectors; the Spanish Climate Change and Clean Energy Strategy 2007–2012–2020; and the reform of the Law on emissions rights commerce regime in 2010.

The Roundtables on Social Dialogue were created as a mechanism to guarantee the participation of social partners in the design and monitoring of the National Emission Allocation Plan (NEAP) and increase competitiveness, employment, and social cohesion. This proposal was suggested by the trade unions and was supported by both the government and national employers' association. The creation of the Roundtables was established by Law 01/2005, which regulates the trading of emissions rights. This was achieved by means of Royal Decree 202/2006, which establishes its terms of reference, composition, and function.

Actors

Six representatives of each party – government, employers, and unions – take part in these tripartite roundtables. The sectoral roundtables allow the participation of representatives of the Communities if the sector to be discussed has an important representation in these Communities.

²² This section of the Report is mainly based on ILO, 2010a.

²³ Spain has no reduction obligation but is subject to a limit of the increase in emissions. Spain's commitment to the Kyoto Protocol for the period 2008–2012 is of a maximum emissions increase of 15% in comparison to 1990 levels. The increases in emissions in 2006, however, was of almost 50%.

²⁴ The National Emission Allocation Plan establishes the total volume of rights allocated to each sector. It also defines and describes the methodologies for allocating these sector quotas that will be applied to obtain individual quotas for each facility, and announces and establishes the use of carbon credits from projects based on Kyoto Protocol flexibility mechanisms.

Methodology

There are eight roundtables: one general and seven sectoral. The seven sectors affected by the NEAP that comprise these roundtables are: electricity production, refinery, cement and lime, glass, ceramics, iron, steel and coal industries, and paper. A ninth (building and transportation) was added to this list in September 2007, which covers various “diffuse” sectors not affected by the NEAP.

Until now, meetings have been convened on an annual basis, although there is a proposal to increase frequency to every six months.

The following objectives have guided discussions: a) to evaluate compliance with the NEAP and its effects on competitiveness and employment; b) to identify specific problems within the enterprises covered by the Plan; and c) to review the allocation process. Currently, debate is centred on post-Kyoto international negotiations and the development of a set of indicators to measure whether or not employment, social cohesion and competitiveness are affected.

Proposals agreed at both sectoral and general roundtables are sent to relevant governmental departments for their consideration.

Process management

The General Roundtable, chaired by the Ministry of the Environment and coordinated by the Ministry of Employment and Social Affairs, was constituted on 26 April 2006. The sectoral roundtables are chaired by the Ministry of Industry, Tourism, and Commerce.

Main outcomes

Recommendations concluded through the roundtables are sent for consideration to ministries of Environment, Labour and Industry. Up to date, the main demand refers to the development of indicators and the constitution of a roundtable to discuss the diffuse sector (building, service and transport sectors) so as to consider challenges and goals with organizations from sectors not covered by the NEAP.

The development of a work programme to analyse the degree of implementation of measures to combat climate change and deal with its effects on employment has been proposed within the framework of the new roundtable. Proposal also includes the creation of working groups by each subsector.

Another measure promoted by the sectoral roundtables includes adding explanatory parameters such as importation and exportation, energy efficiency ratios, and employment to enrich the evaluation of the impact of climate change on competitiveness and employment.

Assessment of achievements, opportunities and challenges by key actors

This section contains the results of the ILO Study *“The impact of climate change on employment: the management of transitions through social dialogue”*, which included 21 in-depth interviews with representatives of the three parties: government, employers’ associations and trade unions. The study was produced by Sustainlabour in 2007 and updated in 2009.

The answers collected in the interviews respond in some cases to the expectations created and in others to the results obtained. It is apparent from interviews that the interviewees consider the social dialogue roundtables to be an innovative instrument with great potential in further development.

In general, the interviewees were confident that the government was open to the concerns and demands of the various actors involved. It has been acknowledged that commitments and requests emanating from the roundtables have progressively been incorporated into government action, and an intensification of the roundtables’ influence on climate change policies and strategies is expected.

The roundtables are a valued instrument for communication of co-actions among Government, employer and trade union organizations. The great majority of the interviewees supported the initiative; when criticisms were given, they have to do with the limited scope of its results rather than with any negative opinions about the roundtables themselves. This positive assessment is related to the practical results achieved, such as the formulation of indicators, the establishment of the diffuse roundtable, and the integration of benchmarking criteria in allowance allocation. It was thought to be important to continue advancing in this direction in order to reinforce the positive feedback of the roundtables.

The roundtables are a positive instrument for sharing information and understanding problems. They are considered to be a useful instrument for the exchange of information, tracking of developments, and pooling of concerns and demands. The roundtables are a space for improving the parties’ knowledge on the subject and have been a great incentive for some of the agents. Employers and workers receive “formal” information on government measures and the government receives “formal” information on problems that may result in the employer and trade union sectors. Moreover, as some interviewees emphasized, the roundtables allowed for a shared and intelligent reading of data, which assisted in avoiding over-simplified analyses.

The roundtables are an instrument that facilitates consensus. Particular attention was drawn to their contribution to dialogue and an understanding of the challenges encountered in different sectors, thereby minimizing the risk of conflicts. They have had a calming effect during the initial period of implementation of the NEAP both for the trade union and employer parties regarding the potential impacts of implementation for the sectors, especially during the post-Kyoto debates, which advances a serene understanding constitutes a key to the success of the post-Kyoto measures.

The roundtables have stimulated internal actions in each sector and type of participants. Some employer and trade union organizations have initiated their own internal actions of information sharing, such as training and/or debate. This participation has sparked initiatives by different organizations to improve the effectiveness of their participation. It is certain that the organizations that engage in such activities will have a clearer understanding of the changes and will be better prepared to participate in discussions and policy making process.

The roundtables can be an instrument for more precise monitoring. Following the initial period, new prospects are emerging regarding the activities of the roundtables. With the second NEAP adopted and implemented in the coming years, an important leap is anticipated in terms of the number of the activities of the roundtables and the frequency and content of discussions. However, these also require the creation of new instruments or improvements of existing instruments for gathering, tracking and assessing data. Indicators will serve to analyse the evolution of the sectors, to anticipate possible disagreements and to design strategies and measures to minimize conflicts. A significant proportion of the workload involved in this new role is being carried out by the government, including the disaggregation of specific data and information, which would not have occurred, had the dialogue roundtables not existed. This obvious result will help all of the other participation groups, including the Government itself, to better follow up on the measures proposed.

The roundtables can be a valid model for other sectors or initiatives. The establishment of the roundtable covering diffuse sectors constitutes an important step forward for Spain. In the roundtables, the industrial sectors are able to find a response to their demands regarding the distribution of responsibility in reducing emissions. The incorporation of these sectors takes the discussion beyond the initially restricted sphere of involvement of the seven sectors affected by the NEAP and also anticipates potential changes in the European Directive; it thereby demonstrates how such an instrument can add momentum to the anticipation of changes and transformations.

It is anticipated that the aforementioned growth and maturing of the social dialogue roundtables will facilitate further negotiations between parties and between sectors with the strengthening of its influence during the decision-making process.

Nevertheless, the true scope of the roundtables remains to be seen. Key objectives, such as anticipating adverse effects and guaranteeing social cohesion still remain to be evaluated.

We may conclude that the experience is positive for the three parties (government, trade union organizations and employer organizations), with a potential that has not yet been fully realized, and whose scope will depend largely on the will of the parties and their readiness to maintain mature and productive dialogue in dealing with the enormous challenges they face.

Summary table

SPAIN – Sectoral Roundtables on Social Dialogue

1) Level
National, and Sectoral
2) Timeframe
2006 – present day
3) Topics
Climate change, effects on employment, social cohesion and competitiveness in the selected sectors
4) Objectives
Knowledge building, anticipation of effects, monitoring, and discussion of alternatives
5) Actors
Trade Unions: UGT (Unión General de Trabajadores), CCOO (Comisiones Obreras), CIG (Confederación intersindical Galega), y ELA-STV (sindicato de trabajadores vascos). Employers: CEOE y CEPYME. Government: Ministries of Environment and Social Affairs, Economy, and Industry, Tourism and Trade. (Autonomous Communities on certain sectoral roundtables)
6) Process management
Ministry of the Environment
7) Process
Institutionalized by Royal Decree 202/2006
8) Types of resolutions
Recommendations

4.9 UNITED KINGDOM – Trade Union Sustainable Development Advisory Committee (TUSDAC)

LEVEL	ACTORS	PROCESS	TOPICS
NATIONAL	GOVERNMENT	INFORMAL	CLIMATE CHANGE
SUPRANATIONAL	UNIONS	FORMAL	ENERGY
SUB-NATIONAL	EMPLOYERS	LEGAL INSTRUMENT	EMPLOYMENT
SECTORAL	OTHER CIVIL SOCIETY		

Background

The Trade Union Sustainable Development Advisory Committee (TUSDAC) was created in 1998 as a government initiative for nurturing dialogue for the implementation and monitoring of national sustainable development policy.

Its principal objectives are 1) to direct trade unions input into the policy-making process to enable constructive dialogue with the Government on sustainable development and other related environmental issues; 2) provide a trade union perspective on the employment consequences of climate change, and their responses; and 3) help mobilise the trade union movement to become involved in the move towards better environmental practices in the workplace, building on existing initiatives and activities, and through disseminating information and experiences.

Actors

The TUSDAC involves the participation of government representatives and union Secretary-Generals. Some of the meetings deal with topics that require specific technical knowledge and skills; in these cases, actors are represented by invited technical consultants or specialists.

Methodology

The Committee meets three times per year, aiming at contributing to governmental policy and developing specific measures related to priority topics that might be adopted at a union level. These measures are studied by ad-hoc working groups.

In general, the measures and proposals for union action discussed and approved by TUSDAC are translated into specific programmes and projects.

Process management

TUSDAC is coordinated by a co-presidency comprising the Ministry for Climate Change and Environment and the General Secretariat of Prospect. It has a High Level Policy Group supported by the TUSDAC Working group, and chaired by a union environmental policy officer, currently a representative from UNISON²⁵.

Main outcomes

In terms of union action, the main outcomes include the development of training materials on various topics of interest, the green workplace initiatives developed between 2006 and 2007, and the Campaign against Climate Change Trade Union Conference (2008).

TUSDAC has developed several education and training programmes on sustainable development. A successful pilot training programme on environment and sustainable development was held in 2002 encompassing three residential training courses for interested representatives from unions and industrial sectors. “The Trainers programme” funded by the Carbon Trust and Envirowise was undertaken in 2004 (UK Parliament, 2004).

Following the extensive report of TUSDAC “*Greening the workplace: a report by the TUSDAC unions*” (TUSDAC Unions, 2005) and a number of pilot projects initiated by the Trades Union Congress, the first Green Workplaces projects were launched in 2006 (see Annex I).

A sub group to TUSDAC, namely the Green Skills Working Group, was formed from November 2010 to March 2011. It was composed of participants from TUSDAC and Unionlearn²⁶ with the aim to publish guidance on green skills for trade unions. The paper “Green economy survey” (Institute for Learning, 2011) suggests the following priorities for trade union activity:

- Developing and promoting “environmental literacy” in a wider society. At the heart of this is a knowledge set for all workers to advance the adaptation of workplaces and working practices in tackling climate change;
- Developing models for the creation of green employment at different levels (national, sectoral and local);
- Promoting just transition and equality of access to green careers and professions with regard to creating opportunities for the unemployed and upskilling;
- Supporting development of strategic skills for the green economy.

²⁵ UNISON is the second largest trade union in the United Kingdom with over 1.3 million members. See UNISON, undated.

²⁶ Unionlearn is the learning and skills organisation of the Trade Union Congress.

TUSDAC also played a very important role in incorporating union concerns and demands into the climate change position adopted by the United Kingdom in terms of national policy and international negotiations.

The constitution of a Forum for a Just Transition (involving the social partners) was set up in December 2009 by the government. One of its missions is to accompany the implementation of the UK Low Carbon Industrial Strategy and the Low Carbon Transition Plan, and try to identify opportunities and guarantee the just distribution of costs and benefits. This Forum was composed of representatives from industrial sectors and environmental organizations, as well as unions and governments. It was closed in autumn 2010, but, was replaced by a tripartite body, the Green Economy Council after consultation with stakeholders by the Coalition Government.

Assessment of achievements, opportunities and challenges by key actors²⁷

From the trade union perspective, this mechanism provides *“a good opportunity to discuss key climate change and environmental policy issues with Government in areas such as skills, green jobs, and adaptation to climate change in the UK. However, there is a lack of participation from business or NGO representatives”*.

According to the opinion of TUSDAC trade union focal point, this space made a significant difference to policymaking in some areas, such as pushing the government to take the lead in the development of skills for a low-carbon economy through its vocational agencies instead of an employer-led approach.

In the last two years, some changes have been made in the government structure and a new department has been created to deal with climate change and energy issues (Department of Energy and Climate Change – DECC). These changes are considered positive by trade union representatives, but they also recognized that TUSDAC’s agenda has been reduced as a result of these changes. Currently, the work is focused on adaptation to climate change, skills for a low-carbon economy, and some aspects of greening the workplaces, particularly the awareness-raising aspects.

Although Trade unions’ expectations regarding TUSDAC have been narrowed with the transfer of some of Department for Environment, Food and Rural Affairs (DEFRA, undated)’s core responsibilities to DECC, there are high expectations for the newly established Green Economy Council as a genuine tripartite and social dialogue body.

²⁷ See Annex II for a list of actors consulted.

Summary table

UNITED KINGDOM – Trade Union Sustainable Development Advisory Committee (TUSDAC)

1) Level
National
2) Timeframe
1998 – present day
3) Topics
Sustainable development
4) Objectives
To contribute a union perspective to policy on sustainable development, climate change, and environmental issues To promote union action in the workplace
5) Actors
Government and unions
6) Process management
Co-Presidency: the Ministry for Climate Change and the Environment, and the General Secretariat of Prospect
7) Process
Formal
8) Types of resolutions
Recommendations, proposals for action

5. Conclusion

5.1 Social dialogue, sustainable development and the green economy

According to the 2012 Green Jobs report (GJI and ILS, 2012), social dialogue could help ensure a successful transformation towards a green economy, through working with social partners who can play a key role in how productivity gains are achieved and how they are distributed between workers and firms; informing national systems and institutions about the implications of a transition towards a green economy for qualifications and employment prospects; promoting and organizing skills upgrading and training schemes for workers; and in ensuring fair transitions for workers and enterprises and labour standards are respected.

Policies related to environment with relatively direct implication on labour, if they are formulated without social partners and in an isolated way, will face significant problems in their implementation phases. For example, a mismatch between the skills needed by companies and those available on the labour market could lead to short-term unemployment and could negatively affect the transition towards a green economy.

In addition, climate change will have significant and irreversible consequences across the world in terms of economic activity and employment in all sectors. Although the effects will be very diverse among the countries, it is likely to alter the fundamental components of production and consumption, which will lead to a rearrangement of labour and capital across and within sectors and regions.

Therefore, moving towards a green economy has become a strategic goal in tackling the challenge of global warming and achieving sustainable development. The social, environmental and economic pillars of sustainable development are closely interlinked and should be pursued in unison as part of a coherent package of green economy policies and measures. The Rio+20 United Nations Conference on Sustainable Development, held in Brazil in June 2012, aimed to secure renewed political commitment of States to sustainable development, assess the progress and implementation gaps and promote the development of a green economy in the context of sustainable development and poverty eradication.

The Conference marks the 20th anniversary of the 1992 United Nations Conference on Environment and Development. One of the most important documents adopted in 1992 was the Agenda 21, which states that: "Governments, business and industry should promote the active participation of workers and their trade unions in decisions on the design, implementation and evaluation of national and international policies and programmes on environment and development, including employment policies, industrial strategies, labour adjustment programmes and technology transfers".

In the past 20 years, local Agenda 21 processes have spread in many countries (e.g. Brazil, Australia, Denmark, Finland, Japan, New Zealand, etc). Countries where consultations with "major groups" have taken place, decisions have been better informed and therefore socio-economic impacts of

environmental policies have been better advanced and managed. In the case of Brazil, the creation of the local Agenda 21 led to the constitution of the National Commission on Sustainable Development Policies, and more than 600 local and regional Agenda 21, and mobilized a huge number of participants from different sectors of society in the discussion of strategic topics and priorities for Brazilian environmental policy between 1997 and 2009. The management of such an important transition to a green economy must be agreed upon by the maximum consensus and in a participative manner so that objectives are set for sustainable production, consumption and organization, and so that they are assumed and implemented by those who will be the ultimate actors of change. Likewise, the role of labour institutions should be strengthened through measures such as active labour policies to create green jobs or vocational trainings for workers, because they set the enabling conditions for employers and workers to make the most of the green jobs potential.

Social dialogue on environmental policy proves to be an effective tool for promoting consensus-building on environmental issues, sustainable development and the green economy, and for involving democratically the main stakeholders in the world of work.

The social dialogue on environmental policy is thus highly relevant in the areas of employment and labour market: 1) it emphasizes the socio-economic impact of environmental policies and strives for an active implication of all the actors involved in the world of work (labour institutions, workers', employers' organizations, as well as civil society actors); 2) it fosters a platform with a strong technical expertise on climate change, green economy and sustainable development; and 3) it advances involvement and collaboration of governmental labour and environment departments and other relevant departments, such as energy, agriculture and planning. Therefore, social dialogue on environmental policy should be seen as complementary to social dialogue that only addresses labour issues, and the potential for synergies should be exploited.

5.2 Experiences analysed

In many of the countries analysed in this report a consolidated social dialogue platform on environmental policy between the government, employers' and workers' organizations is in place. The value of these platforms and the experience accumulated in them can greatly enrich the debate that takes place in wider environmental forums.

The key outcome of all the experiences analysed is that environmental and sustainable development related policies – when discussed and implemented with the participation and agreement of social partners, the government, and civil society actors - are better informed, easier to implement, more beneficial for workers and businesses of all sizes, and more acceptable for a larger proportion of the society.

Successful examples such as the Grenelle Environment Forum in France and the Green Economy Accord in South Africa have led to positive policy changes and a strengthened participation of workers, employers and citizens in their elaboration.

Moreover, experiences such as the Spanish tripartite Social Dialogue Tables, the Social Dialogue on Climate Change in the European electricity sector, and the Trade Union Sustainable Development Advisory Committee in the United Kingdom, present interesting examples of traditional social dialogue mechanisms incorporating climate change issues. Other positive outcomes of these social dialogues are: a shared understanding of the consequences of climate change adaptation and mitigation policies on employment, and a successful conflict prevention strategy among the different stakeholders achieved through active exchange of interests, opportunities and challenges encountered by all actors.

The GreenWorkplaces in the United Kingdom, the Advisory Committee for Cleaner Production in Santa Fe, Argentina and the Social Dialogue on Climate Change in the European electricity sector show how effective social dialogues on environmental policy can take place and produce effective policies on several levels – from the local to supranational level. Those experiences attest that social dialogue on different levels not only guarantees that all interests will be represented and channelled, but also insures that adequate and implementable solutions are taken at each stage, and that opportunities for green and decent jobs are fully identified.

The MERCOSUR Social Summit, the National Conference on the Environment in Brazil, and the Multi-stakeholder Taskforce on Green Jobs and Climate Change in India, are interesting examples of how to establish mechanisms for consultation and participation with different actors: authorities, workers' and employers' organization, women's organizations, scientists, youth, indigenous peoples, NGOs and international agencies (such as the ILO participation in India). These experiences reveal that social dialogues involving multi-stakeholders partners allow linking all aspects (economic, social and environmental) necessary to comprehend and effectively implement a green transition:

- the identification of opportunities for job creation (both at private and public sectors);
- the assessment of economical implication of the environmental related policies in the country (economic growth, sectoral contraction, and others);
- the evaluation of social implications of the environmental related policies in the country (social cohesion, social stability, poverty alleviation);and
- the assessment of environmental implications of green policies in the country (GHG emission reduction, clean air and water in the cities, and others).

Moreover, all experiences demonstrate that a social dialogue on environmental policy is a necessary tool in achieving sustainable development that will be beneficial for all.

5.3 Opportunities and challenges

Some important conclusions in general on both opportunities and challenges can be drawn from the outcomes of these selected social dialogue processes and from the statements and suggestions of interviewees.

Opportunities

- 1) **Consensus building:** social dialogues on environmental policy facilitate access and exchange of information. They allow for a shared assessment of the issues of environment, sustainable development and green economy, and provide the opportunity to better understand the challenges and opportunities of the different actors involved (workers' perspective, business dimension or policy makers' needs). Understanding different perspectives allows for consensus building and makes it possible to anticipate and manage possible conflicts. Decisions taken by consensus lead in turn to a faster implementation of policies, and a better support in the society of the policies adopted. This potential appears clearly in some of the experiences, such as the Social Dialogue Tables in Spain and social dialogue roundtables in China (see Annex I).
- 2) **Effective implementation of informed decisions:** formal social dialogues on environmental policy allow a better translation of agreements and recommendations into specific policies and measures and the follow-up of their implementations. Another advantage of formal processes is that they prevent social dialogues to face powerful lobbies when they reach the stage of being translated into laws or real policy. A good example is the Federal Council on Sustainable Development in Belgium (see Annex I), where the government has to inform the Council each year on the implementation of its recommendations.
- 3) **Review and input by social partners and civil society for enhanced implementation of governmental measures and policies:** social dialogues on environmental policy offer a mechanism for social partners and civil society to evaluate, and redirect the implementation of governmental measures and policies. One of the experiences that are advancing along these lines is the Spanish Social Dialogue Tables. The establishment of specific indicators makes it possible to assess achievements and to correct measures when necessary. The creation of an additional dialogue space to discuss the potential for emission reduction in transport, building and construction, and services was also agreed by the participants of these Social Dialogue tables.
- 4) **Coordination, training and learning:** social dialogues on environmental policy enhance the mobilization and social coordination of the topics related to labour and environment, as well as the development of collective training and learning processes. Interviewees in the case of the National Conference in Brazil emphasized this aspect; moreover, they underlined the contribution of the dialogue in building a civil society and strengthening democracy.

- 5) **Awareness raising and policy coherence:** social dialogue on environmental policy can also trigger action and mobilization within each organization involved in the process, as in the case of the Trade Union Advisory Committee in the United Kingdom. Many of the actors consulted – especially among trade union representatives - recognized that a participatory process has led to the integration of the environmental issues into their own agenda. Social dialogue has helped trade unions to link environmental concerns with their own demands which resulted in an integrated work towards sustainable development. This has been recognized even in the context of environmental NGOs, as new dimensions were integrated in their analysis.
- 6) **Alliance building and partnership:** social dialogue on environmental policy fosters the creation and the strengthening of alliances between the different civil society actors (social partners, environmental NGOs, consumers' organizations, researchers and academia) that usually interact in a limited way. Through the exchange of views and the identification of convergences and divergences, those groups can actually strengthen synergies and achieve common goals. This was noted by trade union representatives at the National Conference on the Environment in Brazil or the Blue Green Alliance in the USA.

Challenges

- 1) **Lack of institutionalization:** most of the social dialogues on environmental policy analysed remain spaces for further consultation and information sharing. Their translation into concrete policies and measures is also dependent on the political will of the governments and their capacity to follow up on the priorities and decisions agreed upon collectively at a certain point of time (e.g. MERCOSUR Social Summit and the case of China in Annex I).
- 2) **Lack of implementation of decisions taken:** social dialogues on environmental policy can face powerful lobbies representing multidimensional interests when reaching the stage of being translated into laws or real policy (e.g., Grenelle de l'Environnement, France). There are often no clear mechanisms to transfer the agreements to decision-making spheres, and the relation between the social dialogue and the institutions responsible for the implementation of environmental policies are not well bridged (e.g., National Conference on Environment, Brazil). Both problems could be overcome by the advancement of institutionalization of social dialogues.
- 3) **Lack of technical and/or financial resources to properly prepare and maintain the dialogue:** the participation of trade unions and other civil society representatives is very often jeopardized due to high technical requirements for social dialogues on environmental policy and their lack of technical or financial resources. . This is the case especially in social dialogues that require long periods of mobilization and a considerable amount of previous work to arrive at common positions and strategies, such as discussions about policies to address climate change and reduce greenhouse gas emissions, and their impacts on employment and competitiveness. In these long and costly processes of mobilization, such as

the National Conference in Brazil and “the Grenelle de l’Environnement” in France, it can be hard for smaller groups (e.g., SMEs) to influence complex discussions. The consequence is that the social dialogue might end up being monopolized by larger groups - that have this technical capacity - and results in biased decisions. Moreover, this lack of capacity prevents social actors and governments to coordinate their own positions better.

- 4) **Lack of involvement and coordination of relevant actors:** poor involvement of planning, development and economic affairs along with insufficient coordination of different governmental departments, and different levels of authority (for example, local, regional, sub-national and national) create difficulties for advancing the implementation of decisions taken and the consideration of the economic and budgetary dimensions in social dialogues. Although the number of cases where labour ministries are involved is limited, good examples such as the Multi-stakeholder Taskforce on green jobs in India, and the Spanish tripartite Social Dialogue Tables show that when it’s the case, the decisions taken are more coherent and labour oriented.
- 5) **Workers and employers in informal economy or new sectors are often not unionized,** which means that they could not participate in formal social dialogue mechanisms. However, experiences, waste management as a good example, show that workers and employers are capable in formulating social dialogues and improve their situations. In countries such as Chile, Brazil, or India, waste pickers were able to organize and this facilitated their participation on discussions and new programmes to improve waste management at the local level.
- 6) **Lack of civil society involvement in environmental discussions:** In many social dialogues on environmental policy, workers’ organizations and other civil society actors are not seen as relevant to the discussions and priority for participation is thus given to those have high technical knowledge and professional experiences to the issue,, for example, the scientific community and related private companies.
- 7) **The benefits of greater participation appear significant,** through analysing experiences such as the Grenelle de l’Environnement in France and the National Conference in Brazil. In both cases, there were important presences of trade unions and business representatives, and labour and production issues occupied an important part in the agenda.
- 8) **Lack of efficient communication and dialogue management:** social dialogue processes on environmental policy, if involving an excessively large number of actors, are sometimes unable to channel the debate, set the priorities, and agree on specific findings and resolutions, which leads to inefficient and ineffective discussion and implementation processes. However, example such as the Federal Council for Sustainable Development in Belgium describes how clearly established mechanisms of social dialogue could work and produce efficient outcomes.

6. Policy Recommendations

Despite the challenges presented, the views of the different actors interviewed demonstrate their support and expectations regarding the consolidation of different social dialogues on environmental policies.

The following general recommendations are proposed for the strengthening and the development of sound social dialogue processes related to environmental policies:

- Links between environmental policies, climate-related in particular, and labour policy should be strengthened both at the policy making and implementation level, considering the profound impacts that environmental problems and policies to address them have on workers, employers and institutions. An active implication of all actors involved in the world of work should be promoted. This could be done through the creation of social dialogues focused on environmental policy, and the integration of environmental and sustainable development related issues into the existing social dialogue processes.
- Efforts should be made to guarantee the right for all workers and employers to participate in social dialogues including those in the informal sector and newly established sectors, where workers are not unionized and employers' organizations not created yet.
- Maximum consensus must be reached with the participation of workers, employers and labour institutions so that the transition towards a green economy is implemented by those who will be the ultimate actors of change. The promotion of a multi-stakeholder participation provides an opportunity to widen and integrate knowledge and values from diverse groups of society, which is fundamental in tackling environmental and social issues, as well as in fostering innovation.
- Different dialogue structures - multipartite, bipartite, and tripartite (see Glossary) - should be promoted to the extent possible due to their complementary nature.
- Social dialogue must be replicated at all levels – supranational, national, regional and local – in order to take the needs of the most affected communities into consideration and exploit the opportunities related to green jobs creation. Linking the different levels is a necessary step to further elaborate a coherent national development strategy.
- Clear and transparent financing mechanisms for dialogue participation should also be established.
- Formal institutionalization of social dialogue mechanisms is central in ensuring the continuation of the process regardless of political cycles that countries might experience. Such a step would also be beneficial for the establishment of clear and transparent

mechanisms that guarantee the translation of agreements to decision-making structures, and avoid the potential political manipulation of social dialogues.

- The inclusion of specific environmental clauses in collective agreements is the key for the improvement of environmental management of enterprises and workplaces. Collective agreements are concrete instruments that facilitate cooperation between employers and workers and encourage them to comply with environmental regulations, accomplish the objectives and targets that the company might establish in this area, and develop the training of workers and managers.²⁸ Example, such as the international agreement reached over labour standards and environment between the International Federation of Chemical, Energy, Mine and General Workers' Unions (ICEM) and the German-based Freudenberg Company illustrate the advances that are being made in this direction.

In terms of labour, all efforts in reducing the environmental impacts of economic activities should be linked with the determination to improve the four dimensions of the ILO Decent Work Agenda:

- 1) to respect workers' rights as defined by International Labour Standards by providing equal employment opportunities for all;
- 2) to strengthen the social protection system and protecting those negatively affected by a green transition;
- 3) to engage workers and employers' associations in decision making and the implementation of green economy policies and programmes; and
- 4) to implement coherent labour market policies.

Special attention should also be paid at the company level, because dialogue and consultation between management and workers' unions may lead to a better environmental performance of the workplaces (e.g. Greening workplaces initiative in the UK).

6.1 National level

Additionally, an integrated strategy is also essential for highlighting the labour dimension in national environmental agendas. This can help to guide the decision making process with regard to the management of national transition to low-carbon and resource efficient economies. Recommendations for governments and national stakeholders may include the following considerations:

Governments:

- To establish a national strategy for sustainable development that specifically includes the link between environment and labour, promotes the creation of green jobs in line

²⁸ As collective agreements were not a focus of this report, no related experiences were analysed.

with the decent work agenda, and enhances the role of social dialogue as a mean for taking informed decisions;

- To assess both positive and negative impacts of a green transition on labour and employment, and engage in knowledge sharing initiatives and educational campaigns for employers, workers and citizens in relation to the challenges and opportunities identified;
- To implement employment and labour policies in a coherent way with green economy policies, and to actively engage departments of labour and employment in coordination with other relevant departments – environment, industry, planning, social policy, energy, agriculture, and others;
- To promote a system of inclusive decision-making, while insuring the independence of social partners, and guaranteeing that the outcome of social dialogue will be translated into concrete policies and further implementation;
- To establish strategies for the promotion of bipartite, tripartite and multi-sectoral spaces and promote their coordination and complementarities to better exploit synergies;
- To carry out tailored capacity building programmes to enhance social partners' participation in environmental debates.

Social partners:

- To build broad and cohesive workers' organizations, employers' associations and trade unions in order to increase their leverage in social dialogues;
- To enhance their understanding of environmental policy, sustainable development and green economy in order to engage them in in-depth discussions;
- To enhance their understanding on the challenges and opportunities of a just transition to a green and sustainable economy and society, and to build resilience for the world of work through research, training, counselling services (e.g. on energy and resource efficiency, pollution prevention, new green technologies and green skills), and awareness raising (e.g. conferences and meetings).

6.2 International level

Recommendations at international level may refer to many different aspects. The following list of recommendations provides some initial considerations:

- To strengthen the integration of the Decent Work agenda in international environmental negotiations, as done under the United Nations Framework Convention on Climate Change process (ILO, 2010e; UNFCCC, undated) and the United Nations Conference on Sustainable Development (Rio+20) (UNCSD, undated);
- To reinforce the active participation of workers' and employers' organizations, and labour institutions through the promotion of social dialogue as a mean to support the Decent Work agenda within the UN system, including under the framework of United Nations Development Assistance Framework (UNDAF)²⁹ and UN-joint programmes that deal with climate change, green economy and sustainable development;
- To promote knowledge-sharing practices (including south-south cooperation), and exchange experiences and lessons learned to enhance participation of the world of work in environmental policies.

²⁹ See UNDAF, undated, specifically refers to guidelines on "mainstreaming climate change" and "mainstreaming environment and sustainability".

Annex I – Desk research of selected experiences

This annex compiles a number of experiences preselected for the current research but have not been assessed in-depth. These results are based on desk research only.

1. BELGIUM – Federal Council for Sustainable Development (Conseil Fédéral du Développement Durable, CFDD)

LEVEL	ACTORS	PROCESS	TOPICS
NATIONAL	GOVERNMENT	INFORMAL	CLIMATE CHANGE
SUPRANATIONAL	UNIONS	FORMAL	ENERGY
SUB-NATIONAL	EMPLOYERS	LEGAL INSTRUMENT	EMPLOYMENT
SECTORAL	OTHER CIVIL SOCIETY		

Background

In June 2001, in line with the mandate of the Rio Earth Summit+5, the Gothenburg European Council called for member states to draw up their national Sustainable Development Strategies. In 2006, the European Council adopted a new strategy for the EU, giving a new boost to the construction of the National Strategies, in particular in the new member states.

In the directives defined by the development and implementation of the National Strategies, participation and access to information by the stakeholder is considered as essential. Participatory processes to this end may be informative, consultative, or related to decision making, through different mechanisms: permanent councils, ad hoc dialogues, public consultations, and others.

Over the last years, most EU States have developed Sustainable Development Strategies and have established different participatory processes involving different stakeholders. In the case of Belgium, the Federal Council of Sustainable Development was established in 1993 to this end.

Belgium's Federal Plan for Sustainable Development, elaborated in 2000, covered the period 2000-2004, and followed by four years periodical reviews. The Federal Council for Sustainable Development ("The Council" hereafter for the Belgium case) has a very important role in the development of the blueprints for the Federal Plans, and formulating recommendations on various strategic topics when requested to do so by the Federal Government or Parliament. In order for the Federal Plan to be approved, it must be made available for public consultation for at least three months. It can also formulate recommendations on its own initiative. The Council requests a government report on the follow-up to these recommendations each year.

Actors

The Council comprises environmental and development organizations, consumer associations, unions, employers' federations, energy suppliers and scientists. Delegates from federal and regional governments and technical advisory bodies on environmental issues also have voice but no rights to vote.

In total, there are 78 members, one Honorary President (the Prince of Belgium), one President, three Vice-Presidents, and 73 members from trade unions (6), employer's associations (6), environmental NGOs (6), development cooperation NGOs (6), scientific community (6), consumer organizations (2), and energy suppliers (2).

Methodology

The Council has both permanent work groups that deal with i) sustainable development, ii) energy and climate, iii) international relations, iv) regulations, v) scientific research, vi) awareness-raising and communication, and vii) socio-economic aspects of sustainable development and ad hoc work groups which deal with topical topics.

Permanent work groups: The Council holds annual forums to discuss matters of interest. The last forum, which was held in March 2011, focused on the theme "Perspectives for resource efficiency in the context of sustainable development" and had the aim of incorporating this concept into potential national measures and policies.

Ad hoc work groups: The Council publishes a newsletter on a regular basis that reports on the latest developments in its work. An Annual Report is also published on a yearly basis.

Coordination of the process

The Council has a Board of Directors comprising two workers' representatives, two employers' representatives, two representatives of environmental NGOs, two representatives of development NGOs, and a representative of the Prince Office.

Meetings are held on a monthly basis, and their objectives include: to prepare and monitor the General Assembly, to communicate the opinion projects of the work groups to the General Assembly, and to present annual financial and activity reports.

Main outcomes

Numerous recommendations have been produced by the Council on different matters of interest. In 2010 only, the Council has formulated 11 recommendations, among which, three have been prepared on its own initiative. The overall number of recommendations since 1993 amounts to 191, including 69.1% approved by consensus.

Recommendation formulated on its own initiative concerned the following topics: i) policy recommendations for sustainable development of the new federal government; ii) sustainable land use; and iii) the National Reform Programme of Belgium within the framework of the EU 2020.

In 2011, the main recommendations adopted included: the "Recommendations for the sustainable development policy of the new federal government" (25/06/2010) arguing that sustainable development should be the common theme of the next coalition agreement. In this line, every minister should translate this vision in its own domain. In order to avoid inconsistencies, a cross-cutting approach, which requires the management from the Prime Minister, should be carried out. A second recommendation for the National Reform Programme of Belgium in the framework of the EU2020 strategy (27/10/2010) calls for an integrated approach to social, economic and environmental issues. Other recommendations are related to a sustainable food system, CO2 price signal, sustainable use of land, and sectoral agreements.

At the request of ministers, the Council also organized roundtables to give governmental representatives the opportunity to bridge dialogues with civil society and communicate the positions of different target groups on a specific topic. In 2010, 4 roundtables were organized with the president, the deputy prime minister, the minister of foreign affairs, and the minister of climate and energy on topics such as the Cancun Climate Change Conference and the National Reform Programme.

With a view to improve the relevance of its recommendations, the Council has published a report on energy efficiency, namely The Study on the Control of Energy Demand (CFDD, 2010). The study advocates for the establishment of a tax on energy and CO2 emissions, accompanied by compensatory mechanisms that would help the most vulnerable households to cope with the increased price of energy. Moreover, it recommends the participation of social partners and civil society actors, as well as local authorities so as to develop an efficient and pragmatic environmental tool.

Summary table

BELGIUM – Federal Council for Sustainable Development (*Conseil Fédéral du Développement Durable*, CFDD)

1) Level
National
2) Timeframe
1997 – present day (continuing on from the National Council of Sustainable Development created in 1993)
3) Topics
Sustainable development energy, climate, and biodiversity
4) Objectives
To regulate federal policy on sustainable development, to promote discussion and raise awareness in social organizations and the general public on issues of sustainable development
5) Actors
Civil society (including employers' organizations and unions). Governmental entities only have voice but no rights to vote
6) Process management
Board of Directors with two union representatives, two employers' representatives, two representatives of environmental NGOs, and two representatives of development NGOs
7) Process
Institutionalized through law in May 1997
8) Types of resolutions
Opinion, recommendations

2. China: Community Stakeholder Roundtable Dialogue as a tool to promote sustainable development³⁰

LEVEL	ACTORS	PROCESS	TOPICS
NATIONAL	GOVERNMENT	INFORMAL	CLIMATE CHANGE
SUPRANATIONAL	UNIONS	FORMAL	ENERGY
SUB-NATIONAL	EMPLOYERS	LEGAL INSTRUMENT	EMPLOYMENT
SECTORAL	OTHER CIVIL SOCIETY		

Background

The strong GDP-oriented development model in China in the past three decades resulted in serious environmental damages. Although local governments are responsible to implement environmental policies and regulations, they do not have sufficient incentives to regulate economic activities towards sustainable development. Economic development targets and revenues orientation due to fiscal decentralization drive local governments to protect the interests of enterprises, even if they result in huge environmental and social costs for the society. The loose enforcement of environmental regulations and the lack of public participation from civil society make the situation even more challenging. Public hearing is one of the most popular social dialogue approaches in China, however, proved to be ineffective (CECE, 2009).

To response to environmental problems and the associated social conflicts in the local level, the Environment and Energy Team of the World Bank together with Chinese government established a bottom-up social dialogue programme - Community Stakeholder Roundtable Dialogue (CSRD), and piloted in dozens of Chinese municipalities. The initiated project was designed in 2000 and aimed at controlling industrial pollution of small enterprises, especially the Township-Village Industrial Enterprises (TVIE), in rural areas in China.

Methodology and relevant actors

The CSRD approach promoted by Wang (2011) includes the following major aspects:

1) Regular organization of environmental roundtables by community leaders (and sometimes local environmental coordinators) inviting participants, including relevant government agency representatives, relevant polluting company managers, community residents (especially pollution-affected individuals and households) as well as representatives from environmental NGOs, technical institutions and the mass media.

³⁰ The case is based largely on Wang, 2011

- 2) Current socio-economic and environmental situations of the community are clarified by the government representatives and the future actions and/or policies on the issues involved are proposed in a manner considering both costs and benefits.
- 3) The current pollution control status of the polluting company is reported by managers in acknowledging the past activities, proposing the future action plans and explaining the difficulties involved.
- 4) The environmental authorities and technical advisors are allowed to give comments on company's performance and the proposals based on the information available.
- 5) Community representatives as well as pollution victims also have the opportunities to offer their comments, inquiries, demands as well as suggestions.
- 6) According to the demands from community representatives, the government leaders and the company managers have to provide feedbacks, including explanations, possible plans and the way forward.
- 7) The summaries of the major issues discussed, the agreements reached as well as the future actions that should be taken should be presented by the chair of the roundtables, normally community workers. The representatives of stakeholders may sign an informal agreement whenever possible.
- 8) Follow-ups on the major issues are essential to the success of the dialogue and could be provided by community workers, including preparing for the next dialogue meeting and the wide information disclosure to the public.

Resolutions

Informal agreements with possible solutions and implementation plan are reached in the roundtable discussion and actions are taken in solving problems.

Specific outcomes and some cases

With the successful implementation of the pilot projects in solving the pollution issues of TVIE in nine towns in Jiangsu, Guizhou and Tianjin in 2000, the CSRD program expanded to other areas in China.

In 2005, Jiangsu Provincial Department of Environmental Protection started working on its environmental dialogue program more systematically, and formally called for province-wide implementation of the environmental dialogue strategy in 2007. One of the CSRD programmes organized by the local environmental protection bureau in Jiangyan city indicated that social dialogue is effective in bringing in more investment in environmental protection and pollution reduction methods and projects from pollution making enterprises and local government. Because of the roundtable dialogue program, an environmental NGO, Jiangyan Environ-Eco Family, was established. It also

shows positive signals to the civil society in encouraging their participations in the improvement of environments of the local communities.

Chongqing Municipal Government accepted to use the CSRD approach from 2004, and since then, hundreds of community roundtable dialogues have been organized with various forms. The CSRD meeting conducted in Wanshen city considering garbage collection is one of the good practices. It exemplifies that complicated waste management problems could be solved not only through gathering stakeholders and pressing them to take responsibility and actions based on widely agreed solutions and plans, but also by generating creative ideas in implementing the plans with more cost-effective way.

The Centre for Environmental Communication and Education of the Ministry of Environmental Protection began adopting the CSRD approach in 2005, which is integrated into the Centre's Green Community Program. Until 2011, more than 30 municipalities in 15 provinces have started practicing CSRD approach. The topic of social dialogue has also gone beyond industrial pollution control. The concept of social dialogue has been applied to different community problems, such as garbage collection, restaurant pollution control, and pollution control of construction sites, river basin management, urban construction resettlements and other environmental and social issues, with wide mass media coverage at all levels in China.

Assessment of achievements, opportunities and challenges by key players

The CSRD approach was proved to be feasible and effective at the community level. The CSRD programmes implemented by the World Bank shows multi-benefits, including the improvement of mutual understanding of different stakeholders, social and environmental progress through shaming and blaming, the opportunity of free expression and negotiation, awareness raising of environment protection, public participation and human rights, building trusts among stakeholders, respects of rule-of-law, and enhancing good governance for a harmonious society. There are also many positive impacts on institutional transformations during the process of design and implementation of the CSRD programmes.

The major challenges to institutionalizing CSRD programs in China include the political will in the adoption and implementation of the social dialogue tools at different levels of the government and the capacity of governments to facilitate social dialogues. Most of the local government officials are lack of the recognition of the concept of public servants and providing public services. Local citizens face difficulty in getting access to officials, and their voices are rarely heard through formal communication channels. Moreover, local community workers are lack of necessary skills in organizing social dialogues for all shareholders. Trainings for all involved parties are thus essential to improve the quality of social dialogues, both for the preparation and the outcome of the dialogues.

Summary table

CHINA- Community Stakeholder Roundtable Dialogue as a tool to promote sustainable development

1) Level
Regional and local, Sectoral, especially enterprise level
2) Timeframe
2000 to present day
3) Topics
Environment protection and pollution control, targeting enterprises
4) Objectives
Control industrial pollution of small enterprises, especially the Township-Village Industrial Enterprises, in rural areas in China
5) Actors
Government, enterprises, and civil society
6) Process management
Community leaders (and sometimes local environmental coordinators) as the process organization bodies
7) Process
Participatory no institutionalized for environmental policy formulation
8) Types of resolutions
Informal agreements with possible solutions and implementation plan are reached in the roundtable discussion and actions are taken in solving environmental problems

3 THE CZECH REPUBLIC – Council for Sustainable Development (CGCSD)

LEVEL	ACTORS	PROCESS	TOPICS
NATIONAL	GOVERNMENT	INFORMAL	CLIMATE CHANGE
SUPRANATIONAL	UNIONS	FORMAL	ENERGY
SUB-NATIONAL	EMPLOYERS	LEGAL INSTRUMENT	EMPLOYMENT
SECTORAL	OTHER CIVIL SOCIETY		

Background

The EU member states began to develop their National Development Strategies at the end of the 1990s. These included mechanisms for participation on different scales. Many of them took the form of commissions or councils, which were originally set up as advisory bodies, or had the more ambitious roles of coordinating the development process of the National Strategies. Some of these are permanent spaces, while others were dissolved once the National Strategies had been approved.

The EU Sustainable Development Strategy adopted in 2006 gave a boost to the construction of the National Strategies in Europe, in particular to those of the new member states. Some of the existing councils have been renewed in terms of their functions and composition, forming new spaces for participation.

The European Sustainable Development Network (ESDN) established a database of all National Development Strategies in order to follow up the different processes established throughout the European Union. Their country profiles provide an overview of vertical and horizontal integration mechanisms, participatory processes, as well as indicators for evaluation and monitoring (ESDN, undated; EESDAC, undated).

As is the case with almost all the EU member states, in recent years, the Czech Republic has been developing its National Sustainable Development Strategy (SDS). The first Strategy was approved in December 2004. In the past few years, the process has been undergoing several revisions and an Updated National SDS was adopted in 2010 (GCR, 2004).

The Czech Republic established the Council for Sustainable Development (“the Council” hereafter for the Czech Republic case) in 2003 in order to address the need to guarantee the participation of civil society in the development process of the National Strategy.

The Council was institutionalized by Resolution N°778/2003, which defined it as a body covering issues of sustainable development and environment in a systematic way and with a long-term perspective, providing a framework for efforts to promote sustainable development and effectively coordinate government action in this area.

Actors

The Council comprises representatives of local and central governments, environmental and development NGOs, business organizations, trade unions, and the scientific community. The Ministry of Labour and Social Affairs hold one of the Vice-Presidencies of the Council.

Working methodology

The Council was responsible for coordinating the development of the National Sustainable Development Strategy in 2004, based on an initial series of regional roundtables during which comments and recommendations were received from regional authorities and stakeholders. During the revision stage of the National Strategy (2007–2009), a National Consultation Forum was held, and roundtables took place in all regions.

The updated National Strategy establishes strategic objectives, partial objectives, and indicators, which are organized into three “pillars” – economic, environmental, and social – and into four priority areas–society, people and health; economy and innovation; spatial development; landscape, ecosystems and biodiversity. Employment issues are an important element throughout the Strategy:

- The first priority of the National SDS is improving the conditions for healthy living. One of the measures recognized is the improvement of the status of disadvantaged population groups through lifelong learning, employment promotion policies and jobs opportunities creation.
- The third priority “Fostering territorial cohesion” foresees the improvement of economic and environmental potential, competitiveness and welfare of the Czech Republic’s regions. Foreseen measures encompass job creation support (developing cooperation between the public and the private sectors in retraining programmes, supporting projects for the coordination of training, retraining and incentive programmes), and the promotion of sound energy and materials management (supporting the development and use of low-emission, low- waste and energy-efficient technologies).

The Council has seven Work Groups and two Committees, in which different activities are carried out, including awareness raising, communication, and training of civil society.

Each year, the Council carries out its activities within a crosscutting theme. In 2007, this was “Safe and Sustainable Transport”, in 2008-2009 “Sustainable Energy”, in 2010 “Public Health”, and in 2011 “Sustainable Production and Consumption” (GCSD and MECR, 2004).

Process management

Presidency: Office of the Prime Minister

Vice-Presidency:

- Ministry of the Environment,
- Ministry of Trade and Industry, and
- Ministry of Labour and Social Affairs.

Main outcomes

The Council has developed various communication tools, as well as numerous dissemination and debate activities, such as public consultations, seminars, national forums involving civil society, electronic discussion forums, and others. Moreover, the Council organizes the annual National Forum on Sustainable Development each year, which aims to promote discussion and facilitate access to information.

The main documents and activities that derive from the Council include the following:

- the coordination of the development of the initial National Sustainable Development Strategy in 2004 by means of regional roundtables;
- the development of a manual on planning and assessment of sustainable development at a regional level, as well as directives for the development of plans and indicators for sustainable development;
- the coordination of the development of the National Sustainable Development Strategy between 2007 and 2009, with regional roundtables held in all regions;
- the publication of five Annual Progress Reports on the Implementation of the National Strategy in 2006, 2007, 2008, and 2009 (GCR, 2006; 2007; 2008; 2009);³¹ and
- the National Forum on Sustainable Development as a space for public consultation on the National Strategy.

³¹ The development of indicators in the National SDS and their follow up in the Annual Reports is a valuable tool for ensuring that strategic objectives are effectively implemented. The third progress report gives valuable indication in terms of sectoral developments. For example organic farming has developed dynamically since 1998 due to financial support measures. The share of organic farming has thus tripled since then and currently exceeds 7.5% of all farmlands. Other indicators relate to transport (passenger and freight intensity), total primary energy supply, the share of energy from renewable sources, greenhouse gas emissions per capita and others.

Summary table

THE CZECH REPUBLIC – Council for Sustainable Development (CGCSD)

1) Level
National
2) Timeframe
2003 – present day
3) Topics
Sustainable development, environmental management, employment
4) Objectives
To coordinate body for Czech policy on sustainable development and strategic environmental management Consultation, proposal of initiatives
5) Actors
Local and central government, NGOs, business organizations, unions, environmental and development NGOs, and scientific community
6) Process management
National government
7) Process
Institutionalized by Resolution N°778 of 2003
8) Types of resolutions
Guidance and recommendations

4 RISARALDA, Colombia – Departmental Roundtables on the Environment (Mesas de Diálogo Ambiental Departamental)

LEVEL	ACTORS	PROCESS	TOPICS
NATIONAL	GOVERNMENT	INFORMAL	CLIMATE CHANGE
SUPRANATIONAL	UNIONS	FORMAL	ENERGY
SUB-NATIONAL	EMPLOYERS	LEGAL INSTRUMENT	EMPLOYMENT
SECTORAL	OTHER CIVIL SOCIETY		

Background

The Department of Risaralda has a population of approximately 900,000. It comprises 14 municipalities: Apía, Balboa, Belén de Umbría, Dosquebradas, Guática, La Celia, La Virginia, Marsella, Mistrató, Pereira, Pueblo Rico, Quinchía, Santa Rosa de Cabal, and Santuario. Coffee production and agriculture, which are extremely vulnerable to environmental changes — and particularly to climate change — are among the most important production activities in these areas.

This social dialogue process is coordinated by the environmental authority of the Department- the Risaralda Regional Autonomous Corporation (Corporación Autónoma Regional de Risaralda, CARDER, undated), whose steering committee comprises representatives of national, departmental, and local governments, and organizations representing civil society, rural populations, production, women, and indigenous populations.

The Departmental Roundtable on the Environment initiative emerged in 2004 with the objective of establishing mechanisms for the planning, organization, and coordination of municipal environmental management. In particular, the aim was to establish a methodology that would facilitate integration and complementarities between instruments of territorial planning (municipal and departmental development plans) and instruments of departmental environmental planning.

Due to the vulnerability to climate change and the possible consequences that this might have on the productive structure of the region, work has recently begun on topics related to climate change adaptation with a focus on social and economic aspects, including the possible effects on employment in the agricultural and coffee sectors.

Actors

In each municipality and on a regional level the roundtables bring together representatives of local and regional government, local academic institutions, chambers of producers, and representatives of the most common social organizations, including workers' organizations.

Process management

CARDER works through the Planning Advisory Office, which drives and coordinates the design, organization, implementation and control of processes for strategic and institutional planning; the monitoring and assessment of institutional management; and the design and application of the mechanisms and instruments required for this task.

Municipal governments participate in the process through planning and territorial planning departments.

Nature of resolutions

The recommendations produced are considered by relevant policy makers (environment, planning, and agriculture departments). They are considered as guiding instruments for local environmental management and land use planning strategies.

Main outcomes

The following outcomes can be highlighted:

- the constitution of Roundtables on the Environment in all 14 municipalities in Risaralda;
- the development of the Municipal Environmental Agendas, comprising organized programmes and projects for municipal environmental management; and
- the creation of specific spaces for dialogue, such as the meeting "Social Dialogue on Climate Change and Food Security: Challenges for Environmental Management in Risaralda and the Ecoregion of the Coffee Axis" (*Diálogo social sobre Cambio Climático y Seguridad Alimentaria: desafíos para la gestión ambiental en Risaralda y la Ecorregión del Eje Cafetero*) held in October 2009.

The Municipal and Departmental Roundtables had a key role in drawing up the Environmental Action Plan 2007–2011, which was designed on the basis of a wide-ranging coordination process including the following activities (CARDER, 2012):

- internal workshops coordinated by the Planning Advisory Office with the participation of the two sub-directorates and the Secretary General to identify priorities, programmes, projects, and targets for the government programme;

- validation and prioritizing of the diagnostic with social actors: environmental councils of the municipalities of the Coffee Axis, organizations of indigenous populations, NGOs, universities, and unions;
- workshops for coordination and prioritization in conjunction with municipalities, taking municipal environmental agendas as one of their reference points; and
- Regional Public Hearing for the presentation and discussion of the Environmental Action Plan Project (Proyecto de Plan de Acción Ambiental) for the period 2007–2011.³² The project was available on the Internet, while a printed version was distributed a month previously. The Hearing compiled the suggestions and contributions of attendees, which were subsequently analysed and incorporated into the Action Plan where appropriate.

³² The Hearing was institutionalized by Decree N°2350 of 2009.

Summary table

RISARALDA, Colombia – Departmental Roundtables on the Environment (Mesas de Diálogo Ambiental Departamental)

1) Level
Regional, sub-national Department of Risaralda (14 municipalities)
2) Timeframe
2004 – present day
3) Topics
Departmental and municipal environmental policies dealt with in a general manner Climate change, adaptation, and consequences for productivity
4) Objectives
Discussion and coordination of proposals Monitoring of departmental/municipal environmental management
5) Actors
Government, academic community, rural producers, associations of coffee producers and the most representative organizations of civil society
6) Process management
The Government of Risaralda, municipal governments
7) Process
Formal space
8) Types of resolutions
Guidelines for municipal and departmental environmental management

5 SOUTH AFRICA – The Green Economy Accord

LEVEL	ACTORS	PROCESS	TOPICS
NATIONAL	GOVERNMENT	INFORMAL	CLIMATE CHANGE
SUPRANATIONAL	UNIONS	FORMAL	ENERGY
SUB-NATIONAL	EMPLOYERS	LEGAL INSTRUMENT	EMPLOYMENT
SECTORAL	OTHER CIVIL SOCIETY		

Background

The New Economic Growth Plan for South Africa adopted in 2009 targets the creation of 5 million additional jobs by 2020. Employment creation is one of the top priorities of the government in order to overcome the high unemployment rate (actually of around 25%) and reduce income inequality. Achieving this goal means that over half of all working-age South Africans would have a paid employment and an unemployment drop by 10 percentages.

The drivers for jobs creation identified are as follows:

- 1) Substantial public investment in infrastructure
- 2) Targeting more labour-absorbing activities across the main economic sectors
- 3) Taking advantage of new opportunities in the knowledge and green economies
- 4) Leveraging social capital in the social economy and the public services
- 5) Fostering rural development and regional integration

Moreover, the policies fostering employment creation should be developed through a comprehensive drive to enhance both social equity and competitiveness; systemic changes to mobilize domestic investment around activities that create sustainable employment; and above all, strong social dialogue to focus all stakeholders on encouraging growth in employment creation activities.

As stated in the New Growth Path's Framework: *"In South Africa, no technocratic solution – if it existed - could be imposed from above. We must develop this New Growth Path in conditions of active, noisy democracy [...] This growth path requires that the state (a) facilitate national and workplace productivity accords, (b) support community organisation, including through the Community Works Programmes and other delivery mechanisms that build community and collective action, and (c) strengthen existing institutions for social dialogue, including Nedlac, sectoral and local forums. This work must critically enhance information flows, ensure government is more responsive to economic needs and reduce the transaction costs for our partners"* (MEDSA, 2010).

It is through this framework that the “Green Economy Accord” was developed. The accord — the fourth signed by social partners³³ — develops the green economy aspect of the New Economic Growth Path. It contains 12 commitments and identifies the practical steps that each partner must take to achieve the creation of 300’000 new green jobs within the next 10 years.

Actors

Government: Ministers of Energy, Economic Development, Environmental Affairs, Finance, Trade & Industry, Labour, Public Enterprises, Transport, Public Works, Higher Education & Training, Rural Development and Agriculture;

Labour federations: Congress of SA Trade Unions (Cosatu), the Federation of Unions of SA (Fedusa), and the National Council of Trade Unions (Nactu);

Representatives of South Africa’s largest companies through Business Unity South Africa, which brings together the Black Business Council , and Business South Africa ;

Civil society: South African Youth Council, National Women's Coalition, South African National Civics Organisation, Disabled People South Africa, Financial Sector Coalition, the National Co-operatives Association of South Africa, and others.

Process Management

The social dialogue of the new Growth Path is managed by the National Economic Development and Labour Council. The latter leads the process of discussion between the different actors involved (social partners, civil society actors and governmental institutions), and drafts the accord. The constituencies meet to identify areas where they can make firm commitments as well as identify actions that other constituencies would need to undertake to achieve the broad goals. All the actors involved sign the final draft.

Meetings to review the progress achieved and to assess modifications and additions needed are held at least twice a year. The first meeting will be held in 2012.

Nature of Resolutions

The Green Economy Accord is a formal agreement endorsed by different constituencies that set: 1) quantifiable targets; 2) the time framework within these objectives; and 3) mechanisms for evaluation and monitoring to make sure that the goals are reached (GSA, undated).

Main Outcomes

The Accord is one of the outcomes of social dialogue of the new Growth Path. Representatives of business, workers, the community constituencies and government have agreed that action and

³³ The other accords deal with local procurement, skills development and basic education.

implementation should be a hallmark of the partnership, with constituencies identifying areas where they can make firm commitments as well as actions that other constituencies would need to undertake for the new growth path to be achieved.

The key messages contained in the Accord include that a shift of the South African economy into a low carbon and sustainable economy represents a real opportunity for job creation. Therefore, the emphasis was drawn on:

- **Opportunity:** climate change provides new perspectives for economic activity that were previously pursued
- **Innovation:** the country can draw on its technological, research and manufacturing base to generate new processes and products
- **Responsibility:** the government should create an enabling environment and businesses and citizens should show the path to do things differently
- **Partnership:** the combined efforts of all constituencies and all South Africans need to be harnessed to achieve the goals of a green economy

The agreement endorsed by constituencies cover the following 12 commitments, for each of them, examples of concrete targets endorsed by the different actors will be provided:

- 1) Rollout of one million solar-water heating systems by 2014-15: The government commits to ensuring the installation of 1 million solar water heaters at household level, while business will establish a funding plan to support the installation.
- 2) Increasing investment in the green economy: The Industrial Development Corporation will provide a capital allocation of R22 billion for the development of green economy project. In this line, the government will develop a database of existing projects and business to publicise potential projects.
- 3) Procurement of renewable energy as part of the energy generation plan: The government sets the objective of procuring 3'725 MW of renewable energy by 2016, while the renewable sector associations plan the creation of 50'000 green jobs (mainly engineers and technicians).
- 4) Promotion of bio-fuels for vehicles: The government commits to support for bio-fuels through regulatory measures and assistance to small farmers.
- 5) Launching clean-coal initiatives to reduce the emissions from the use of coal-based technologies: The government and businesses will further develop clean coal technologies, and to build the knowledge and the expertise necessary towards this end.

- 6) Promoting energy efficiency across the economy: The National Energy Efficiency Strategy already sets targets for 2015 of reducing energy intensity by 10% for commercial and public buildings, 15% for residential buildings, 10% for the transport, 15% for the industry and 15% for mining. Business sectors will support this effort by developing benchmarks for energy efficiency, and Labour department commits to establishing joint workplace committees to develop energy efficiency plans.
- 7) Retrofitting of domestic, industrial and commercial buildings to promote energy efficiency: The government will put in place regulatory measures and incentives for efficient lighting systems.
- 8) Waste-recycling: The governments will develop a Water Innovation Programme in order to reduce waste generation during production processes, while business sector commits to pursue opportunities in the recycling, re-use and recovery of industrial waste. Regarding consumer waste, targets for the overall recycling rate should increase from 44.5% (2009) to 51% by 2014.
- 9) Reducing carbon-emissions on the roads through improved mass transport system and shift to rail for freight transport: The state-owned commuter rail company will invest R20 billion by 2014 to expand transport infrastructures, and additional R63 billion will be invested in freight transport by the parastatal Transnet in the following 5 years.
- 10) Electrification of poor communities and reduction of fossil-fuel open-fire cooking and heating: The governments commit to intensify electrification programmes for household in rural areas and urban informal settlements.
- 11) Economic development in the green economy through promotion of localisation, youth employment, cooperatives and skills development: All constituencies commit to promote decent work standards and improve workers' conditions, as well as to prioritize the development of green skills.
- 12) Cooperation around the United Nations COP 17 and its follow-up. All constituencies commit to work closely to realize the agenda agreed during the Durban Climate Change Conference.

The Green Economy Accord is a comprehensive social partnership on green economy development that foresees the creation of 300'000 green and decent jobs in the following 10 years through concrete commitments.

Summary table

SOUTH AFRICA – Green Economy Accord

1) Scope
National
2) Timeframe
2011 – present day
3) Themes
Green transition, green employment, energy-efficiency, waste, renewable energy, etc.
4) Objectives
Reducing energy consumption and environmental impacts of workplaces through union-management dialogue.
5) Parties
Governments, workers' and employers' organizations, and civil society
6) Process management
National Economic Development and Labour Council
7) Institutional
Formal
8) Types of resolutions
Commitments by parties involved (targets and timeframe)

6 UNITED KINGDOM – GreenWorkplaces

SCOPE	PARTIES	INSTITUTIONALITY	THEMES
NATIONAL	GOVERNMENT	INFORMAL	CLIMATE CHANGE
SUPRANATIONAL	UNIONS	FORMAL	ENERGY
SUB-NATIONAL	EMPLOYERS	INSTITUTIONALIZED	EMPLOYMENT
SECTORAL	OTHER CIVIL SOCIETY		

Background

Trade Union Congress (TUC) is a wide national trade union centre representing 58 affiliated unions. Climate change and environmental issues were in the centre of the discussions in the 2006 Trade Union Congress. Debates both on worldwide context as on workplaces included presentations from Al Gore, US former Vice President. Thus, the 2006 Congress called for more environmental actions at workplace level. Besides, environmental issues at workplace level are key priorities of the Trade Union Sustainable Development Advisory Committee (TUSDAC), in which TUC takes part (see case study in the section above).

Its GreenWorkplaces project has considered that unions can be proactive in dealing with climate change issues since over half of carbon emissions in the UK are work-related. Therefore, union representatives should started engaging relevant initiatives to shift the situation while promoting a workplace environment agenda. In this context, the unions are seen as employers – considering their own offices and workplaces – as well as workers' representatives (TUC, undated).

The project aims to develop energy-saving strategies and good environmental practices in UK workplaces; provide environmental training for workplace 'green representatives'; and engage employers and management towards an environmental agenda. In a first movement, the project has supported trade unions in six pilots during 2006-07. Additional 14 projects (7 pilots) were initiated during the second phase (2008-2010). The projects were carried out in different types of workplaces (public sector, unions, and private companies) and provided awareness-raising to both union members and management teams (TUC, 2010).

The main activities performed include staff consultation, surveys with union members and management, awareness activities, training and setting up of energy saving instruments. GreenWorkplaces has also encouraged dialogue between union and management teams concerning environmental questions through joint committees.

The key results of this first phase of pilot projects were important for building a favourable framework for the second phase, henceforth focused in a 'transformational change'. This round of projects, executed from 2007, was focused on a 'greener' agenda, in addition to energy savings and reducing

carbon emissions. Its main objective was to improve the organisational efficiency through environmental actions (TUC, 2007).

The initiatives found a high level of responsiveness from unions and management teams. Positive results emerged on reducing energy costs – meaning less carbon emissions. In addition, the establishment of Union Environmental Representatives (UERs) has been proposed through the project and TUC has advocated their formalization to legally represent members on environmental issues. As a general attainment, GreenWorkplaces has been successful in changing unions' culture towards an environmental pro-activism.

The TUC is currently working with unions and management to deliver training and support in projects such as Great Ormond Street Hospital for Children, Leicester City Council, The National Library of Scotland, Corus, the National Union of Teachers, and a major initiative at United Utilities. The union network of green workplace projects is expanding through the South West TUC's GreenWorkplaces projects (South West TUC, undated).

Parties

The initiatives involve the TUC, the TUC's affiliated unions and their management teams.

Support and funding were provided by Carbon Trust's environmental consultancy – especially in the first phase. In 2008, the Union Modernisation Fund (UMF), a governmental grant to provide financial assistance for trade unions, funded the second round of GreenWorkplaces project. Unionlearn (the TUC's learning and skills organisation) also took part in the environmental agenda proposed by the project.

Process management

The project was steered by the TUC that established an internal management team to advise the implementation of the project. Supervision was provided by the Carbon Trust in the first round of demonstration (2006-07). A UMF advisory group has overseen the further round (2008-10). Since then, GreenWorkplaces comprises many specific projects in companies and in TUC's affiliated unions³⁴. Process management can change according to each situation, while the projects are conducted by joints union-management, involving unions, staff and management team.

Working methodology

The GreenWorkplaces project started with a first round of 6 pilot initiatives aiming to demonstrate how unions can have a critical impact in energy saving and changing behaviour in workplaces. The pilots were carried out in companies, unions and government's offices. All the projects performed 1) staff opinion surveys, 2) awareness activities through events or workshops concerning

³⁴ A TUC survey in 2009 found over 1300 workplaces with some kind of green project underway.

environmental issues, 3) training for 'green' representatives, and 4) support for negotiation with management team.

The second round, funded by UMF, was set up in 14 workplaces. However, some projects are, indeed, multi-site initiatives, which amplify the number of workplaces environmentally improved. The second round was performed upon the lessons learned with the pilot projects and targeted further than energy efficiency. This phase gave special attention to activities seeking a 'transformational change' in the effectiveness of unions through environmental actions.

Joint environment committees were established with the participation of union members, staff and management teams. These joints union-management operate on an on-going basis as steering groups at the site and its constitution varies according to the project. The groups receive training on how to improve energy efficiency in the workplaces, with further awareness-raising and publicity activity.

Considering the principle of cooperation between management and unions, the groups are also a dialogue space for these parties. For example, in one of the projects, the joint union-management environment group has developed an action plan that includes negotiation of a jointly agreed framework policy and time off for the environment representatives. The committees carry out awareness campaigns and draw action plans to improve workplaces' energy efficiency and to reduce their environmental impact.

Concerning the effective participation of representatives, the UERs seek to be legally recognized to allow facilities time (for training, inspections, meetings and other linked activities). So far, a union has no legal rights to elect a specifically green representative and expect the same benefits as other (health or safety) representatives have. Voluntary agreements between unions and employers remain as the main mechanism for UERs recognition.

For instance, the project carried out for TUC workplaces was steered by a joint environmental committee including representation from senior management and 10 workplaces representatives from its Congress House (TUC's head office) and from four of the TUC's six regional offices. The committee conducted awareness campaigns and improved energy saving facilities as well as reducing and recycling of waste. Meetings and staff training culminated with an energy action plan and the draft of a carbon management policy. Staff survey was also carried out to establish a baseline for improving staff awareness and determine some important areas for immediate action.

During the activities, courses for staff and union members as well as audits of environmental performance are provided. Operations also include communication actions by regular newsletters (available at internet), awareness and promotional events, and informational material. Besides, the joint committees have proposed "environmental agreements" covering representatives' facilities and training, issues to be focused, mutual responsibilities, and monitoring policies.

Methodology also includes production of awareness-raising material, such as guides and leaflets, with accessible information on how to set up energy saving facilities, awareness-raising contents, and how to organize environmental sound activities to greening workplaces. The material was distributed to union members and is also available on the Internet.

Afterwards, TUC's GreenWorkplaces has led towards closer coordination among networks of unions' green representatives and support their activities with resources.

Types of resolutions

A number of guides and handbooks relating to workplaces' environmental issues and specific strategies to implement energy saving facilities, have been produced as part of this project and can be used in other countries and other sectors. Moreover, guidelines containing principles and instructions on how union can get involved and how to constitute environmental joint union-managements are also available.

Successful projects often set up joint management and union environmental committees with framework agreements that embed workforce engagement on carbon reduction and environmental sustainability into the way organizations do their work. For example, Corus (Corus Wednesfield steelworks project) has now established an Environment Forum to look at energy efficiency and renewable energy that will provide the basis for an organization-wide framework agreement. Likewise, joint union-management environment group of the Scottish Power project based at the company's Motherwell site (Alderstone House) has developed an action plan, which includes negotiation of a jointly agreed framework policy.

Main outcomes

The primary round of activities has started up a process of awareness-raising on environmental issues at the workplace level. The pilot project has been successful in promoting real reductions in energy use³⁵ and establishing a favourable context for discussions on how unions can encourage environment actions. For the start-up of GreenWorkplaces, the following outcomes can be identified:

- Real reductions in carbon emissions and energy cost by energy savings and source recovery facilities;³⁶
- Raised environmental awareness of union members, management teams and staff;
- High responsiveness was identified by surveys. Projects have demonstrated enthusiasm to set up joint GreenWorkplaces projects on the part of both employees and management teams;

³⁵ Considering the six demonstration projects, the total amount of CO₂ savings from the first phase of GreenWorkplaces (2006-07) was 465 tonnes.

³⁶ The pilot applied in TUC workplaces has improved recycling facilities and reduced packaging contributing to a reduction of 40 per cent in waste to landfill in 18 months.

- Recognition by employers of the importance of unions and employees' engagement in securing real changes at work;
- Negotiation concerning workplace changes and new dialogue structures such as joint environment committees have been established;
- Union Environment Representatives were trained and assumed a relevant role in conducting their own workplace energy audits;
- Framework agreements have been set up between unions and management and environment policies have been drawn up at the workplaces level;
- The projects have showed the importance of unions to uphold a workplace environment agenda with consequent benefits for workers and management teams.

In a further step, GreenWorkplaces focused on how environment actions at work could contribute to a 'transformational change' in the organisational efficiency or effectiveness of unions. Thus, the primary objectives of reducing carbon emission to tackle climate change at workplace level have been maintained, and further main objectives on union strategies, culture, structures and process have been established. There are 14 projects occurred in this round, and the following outcomes can be highlighted:

- The projects were effective in building capacity to extend union consultation agenda to cover environmental issues;
- 97 union environmental representatives were trained;
- The projects acted as vehicles for union renewal, attracting non-active union members to training courses;
- The projects led to an improvement in communication between management teams, unions and staffs. Newsletters were established as well as intranet pages;
- Joint work took place between unions and management teams;
- Good practices to greening workplaces have been developed;
- Support and environment consultations with employers were provided;
- Many publications, such as on how to improve 'green' changes at the workplace level – and as workbooks, handbooks, leaflets, and guides – have been distributed for union members and management teams. The publications are also available on the Internet;

- Raised awareness on the role of trade unions in environmental issues and how those changes can improve organizational effectiveness;
- Raised awareness among workers and the wider population.

Summary table

UNITED KINGDOM – GreenWorkplaces

1) Scope
National
2) Timeframe
2006 – present day
3) Themes
Workplace changes, energy savings, unions activism, environmental management, employment
4) Objectives
Reducing energy consumption and environmental impacts of workplaces through union-management dialogue.
5) Parties
Trade Union Congress; TUC's affiliated unions; and management
6) Process management
Trade Union Congress
7) Institutional
Informal
8) Types of resolutions
Guidance and recommendations; framework agreements between union and management team

Annex II – Summary table of the experiences analyzed

Experience	Country/ Region	Scale				Topics			Actors				Time frame
		National	Supra- national	Sub- national	Sectoral	Climate change	Energy	Employment	Govt'	Unions	Employer	Others	
Federal Council for Sustainable Development (CFDD)	Belgium	•				•	•			•	•	•	1993 →
National Conference on the Environment (CNMA)	Brazil	•				•			•	•	•	•	2003 →
Community Stakeholder Roundtable Dialogue	China			•		•			•		•	•	2000 →
Council for Sustainable Development	Czech Republic	•				•	•	•	•	•	•	•	2003 →
Social Dialogue on Climate Change in the European Electricity Sector	Europe		•		•	•	•	•		•	•		2009 →
The Grenelle Environment Forum	France	•				•	•	•	•	•	•	•	2007
Multi-stakeholder Taskforce on Green Jobs and Climate Change	India	•				•		•	•	•	•	•	2009 →
Departmental Roundtables on the Environment	Risaralda, Colombia			•		•			•		•	•	2004 →
Provincial Advisory Committee of the PML Programme	Santa Fe, Argentina			•	•		•		•	•	•	•	2008 →
Formulation of National Climate Change Response Policy	South Africa	•				•		•	•	•	•	•	2007 – 2009
Green Economy Accord	South Africa	•				•	•		•	•	•	•	2011 →
MERCOSUR Social Summit	Southern Cone		•			•	•	•	•	•	•	•	2006 →
Sectoral Roundtables on Social Dialogue	Spain	•			•	•	•	•	•	•	•		2006 →
Trade Union Sustainable Development Advisory Committee (TUSDAC)	United Kingdom	•				•	•	•	•	•			1998 →
GreenWorkplaces	United Kingdom	•				•	•	•		•	•		2006 →

* Deals with or formally addresses these topics in some way

→ Continues to present

Glossary

Bipartism

Any processes, by which direct cooperative arrangements between employers and workers (or their organizations) are established, encouraged or endorsed. It also refers to relations between two parties, usually an employer (or its representative organization) and a trade union (Arrigo and Casale, 2005).

Civil Society

According to the Centre for Civil Society of the London School of Economics, civil society refers to the arena of un-coerced collective action around shared interests, purposes and values. In theory, its institutional forms are distinct from those of the state, and market, though in practice, the boundaries between state, civil society, and market are often complex, blurred and negotiated. Civil society commonly embraces a diversity of spaces, actors and institutional forms, varying in their degree of formality, autonomy and power. Civil societies are often populated by organizations such as registered charities, development of non-governmental organizations, community groups, women's organizations, faith-based organizations, professional associations, trade unions, self-help groups, social movements, business associations, coalitions and advocacy groups (LSE Centre for Civil Society, undated).

Decent Work

Decent work is productive work performed in conditions of freedom, equity, security and human dignity, to which women and men have access on equal terms. Decent work is the converging focus of all the ILO's four strategic objectives: the promotion of rights at work, employment, social protection, and social dialogue (ILO, undated-a).

Freedom of association and the right to organize

Freedom of association and the right to organize are fundamental principles aiming at the free exercise of the right of workers and employers, without any distinction, to associate for the purpose of furthering and defending their interests.

Workers and employers have the right to establish and join organizations of their own choosing. Such organizations must have the right: (a) to draw up their own constitutions and rules; (b) to elect their representatives in full freedom; (c) to organize their administration and activities, and formulate their programmes; (d) not to be dissolved or suspended by administrative authority; (e) to form and join federations and confederations.

Workers should be protected from anti-union discrimination. In particular, they should be protected against refusal to employ them because of their union membership or participation in

trade union activities. Also, workers' and employers' organizations should enjoy protection against acts of interference by each other that are designed to promote domination, financing or control (ILO, 2009).

Green Economy

UNEP (undated; GJI and IILS, 2012) has developed a working definition of a green economy as one that results in improved human well-being and social equity, while significantly reducing environmental risks and ecological scarcities. In its simplest expression, a green economy can be thought of as one which is low carbon, resource efficient and socially inclusive.

Green Jobs

Jobs are green when they are decent and help reduce the negative environmental impact of economic activities and lead to environmentally, economically and socially sustainable enterprises and economies. They reduce consumption of energy and raw materials, limit greenhouse gas emissions, minimise waste and pollution, and protect and restore ecosystems (ILO, undated-b).

Green Jobs Initiative

The Green Jobs Initiative is a partnership established in 2007 between the United Nations Environment Programme (UNEP), the International Labour Organization (ILO), and the International Trade Union Confederation (ITUC). The International Employers Organization (IEO) joined the Initiative in 2008.

The Initiative was launched to assess, analyse and promote the creation of decent jobs as a consequence of the needed environmental policies to address the global environmental challenges, among others, climate change. It supports a concerted effort to promote coherent policies and effective programmes leading to a green economy with green jobs and decent work for all, in a climate-challenged world.

Its objectives are:

- To promote awareness and dialogue of the linkages between development, environmental challenges, and employment;
- To facilitate a “just transition” that reflects the environmental, economic and social pillars of sustainable development;
- To identify and respond to knowledge and data gaps on the opportunities presented by a low-carbon emissions economy;
- To promote policies and measures to achieve green jobs and green workplace;
- To catalyse employment and poverty alleviation within climate mitigation and adaptation programmes; and

- To strengthen collaboration between UNEP/ILO/IEO/ITUC, within the UN system and with the international business community.

Informal sector

The informal sector may be broadly characterised as consisting of units engaged in the production of goods or services with the primary objective of generating employment and incomes to the persons concerned. These units typically operate at a low level of organization, with little or no division between labour and capital as factors of production and on a small scale. Labour relations – where they exist – are based mostly on casual employment, kinship or personal and social relations rather than contractual arrangements with formal guarantees (ILO, 2009).

International Trade Union Confederation (ITUC)

The primary mission of the International Trade Union Confederation (ITUC) 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. The Programme Document adopted in 2006 at the ITUC founding Congress sets out the Confederation's overall policy framework, which builds on existing International Confederation of Free Trade Unions (ICFTU) and World Confederation of Labour (WCL) policies.

The ITUC main areas of activity include: trade union and human rights; economy, society and the workplace; equality and non-discrimination; and international solidarity.

International Labour Standards

Conventions and Recommendations adopted by the International Labour Conference, covering a broad range of matters in the field of social and labour matters (White, 2005).

Just Transition Framework

Policies developed during the shifting towards a green economy should be consistent with the following five principles developed by the ILO and called the Just Transition Framework: i) assessing the social and employment impact; ii) promoting green jobs and sustainable enterprises; iii) providing training and skills development for green jobs; iv) strengthening social protection systems to cushion impact on workers; and v) engaging with social partners in all policy steps (ILO, 2010c).

Labour Market

The labour market is the arena in which jobs and workers are matched, or where labour is exchanged for wages or payment in kind, whereas the labour force comprises the supply of workers to that market. Strictly speaking, the labour market is the context in which the labour force is constituted – the sea in which the labour force swims, so to speak. But the labour force is necessarily shaped by trends in the labour market (such as globalization and the informalization of labour).

The labour market and its institutions are not neutral, but reflect power relations in the economy and society at large. Changes in the labour market are therefore gendered and produce changes in the gender structure of the labour force, for instance in occupational segregation, women and men's relative participation in employment, and so on (ILO, 2009).

National, supranational, sub-national levels and sectoral level

The experiences of this study take place on four levels: sub-national – initiatives taken at a small scale such as provinces or municipalities (e.g. Santa Fe, Argentina, Risaralda, Columbia); national – experiences developed on the state-level; supranational – experiences that have taken place in regional economic communities (e.g. EU, MERCOSUR); sectoral – initiatives focusing on specific sectors of the economy, such as electricity, refinery, iron and others (e.g. European Electricity Sector, Sectoral Roundtables in Spain).

MERCOSUR (Mercado Común del Sur – Southern Common Market)

Currently a customs union covering trade in goods except sugar and cars, MERCOSUR's objectives include the free transit of all goods, services and the factors of production, and the lifting of non-tariff restrictions. It was established on 29 November 1991 through the Treaty of Asunción and amended on 17 December 1994 through the Protocol of Ouro Preto, which covers mainly institutional issues. It included Argentina, Brazil, Paraguay and Uruguay. Chile signed an association agreement on 1 October 1996, and Bolivia did so on 1 March 1997. There are plans to harmonize regulations on intellectual property rights within the area, and to have mutual recognition of university degrees. A Dispute Settlement Court has also been created. The MERCOSUR secretariat is located in Montevideo (Arrigo and Casale, 2005).

Multinational enterprise

According to OECD multinational enterprises are companies or other entities established in more than one country and so linked that they may co-ordinate their operations in various ways. While one or more of these entities may be able to exercise a significant influence over the activities of others, their degree of autonomy within the enterprise may vary widely from one multinational enterprise to another. Ownership may be private, state or mixed (OECD, 2008).

Multi-stakeholder Consultations

This term is used to describe a broad participation and involvement of relevant actors in society in an effort to gain a wider perspective, to incorporate the diverse views of other social actors and to build a wider consensus.

Non-Governmental Organization

Not-for-private-profit bodies, which despite being supported by government on occasions, are not run by government and are concerned with the betterment of society and the public interest. NGOs are private, self-governing, voluntary organizations.

Social Dialogue

Social dialogue is defined by the ILO to include all types of negotiation, consultation or simply exchange of information between, or among, representatives of governments, employers and workers, on issues of common interest relating to economic and social policy. It can exist as a tripartite process, with the government as an official party to the dialogue or it may consist of bipartite relations only between labour and management (or trade unions and employers' organisations), with or without indirect government involvement. Consultation can be informal or institutionalised, and often it is a combination of the two. It can take place at the national, regional or at enterprise level. It can be inter-professional, sectoral or a combination of all of these (ILO, undated-c).

Social Partners

Is the term used to describe workers' and employers' organizations.

Sustainable Development

According to the Brundtland Report (1984), sustainable development is development that meets the needs of the present without compromising the ability of future generations to meet their own needs. The three pillars of sustainability are economic development, social development and environmental protection.

Trade Union

An association of workers organized to project and promote their common interests (Arrigo and Casale, 2005).

Tripartism

Tripartism is an active interaction of government, employers and workers (through their representatives) as equal and independent partners in efforts to seek solutions to issues of

common concern. A tripartite process may involve consultation, negotiation and/or joint decision-making, depending on arrangements agreed between the parties involved. These arrangements may be ad hoc or institutionalized (Ibid).

UN Conference on Environment and Development (UNCED) and Agenda 21

In June 1992, the first UN Conference on Environment and Development (UNCED) was held in Rio de Janeiro and adopted an agenda for environment and development in the 21st Century. Agenda 21: A Programme of Action for Sustainable Development contains the Rio Declaration on Environment and Development, which recognizes each nation's right to pursue social and economic progress and assigned to States the responsibility of adopting a model of sustainable development; and, the Statement of Forest Principles. Agreements were also reached on the Convention on Biological Diversity and the Framework Convention on Climate Change. UNCED for the first time mobilized the Major Groups and legitimized their participation in the sustainable development process. This participation has remained a constant until today. For the first time also, the lifestyle of the current civilization was addressed in Principle 8 of the Rio Declaration. The urgency of a deep change in consumption and production patterns was expressly and broadly acknowledged by State leaders. Agenda 21 further reaffirmed that sustainable development was delimited by the integration of the economic, social and environmental pillars (UNCED, 1992).

Rio +20

Rio+20 is the United Nations Conference on Sustainable Development (UNCSD) took place in Rio de Janeiro on 20-22 June 2012 to mark the 20th anniversary of the 1992 United Nations Conference on Environment and Development (UNCED), and the 10th anniversary of the 2002 World Summit on Sustainable Development (WSSD) in Johannesburg. The Rio+20 Conference envisaged as a Conference at the highest possible level, including Heads of State and Government or other representatives. The Conference will result in a focused political document. The Conference focused on two themes: (a) a green economy in the context of sustainable development poverty eradication; and (b) the institutional framework for sustainable development. The Rio+20 highlighted seven areas which need priority attention; these include decent jobs, energy, sustainable cities, food security and sustainable agriculture, water, oceans and disaster readiness (UNCED, undated).

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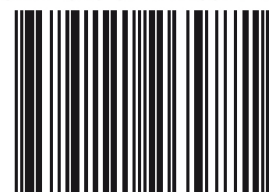
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ISBN 978-92-2-126577-1



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