

Agenda

- ▶ **10:25 – 12:30:** **Interactive** session based on the results from the 3 case studies: Barbados, Belize and Jamaica
 - Presentation: Commonalities and differences across countries (~15)
 - Activity: Mapping commonalities and differences across countries and perspectives (~25)
 - Presentation: Environmental risks (~15)
 - Intervention: Reflection on risks towards your membership (~10)
 - Presentation: NDCs and lessons from their iterations (Presentation) (~25)

Agenda

- ▶ **12:30 – 14:00:** Lunch
- ▶ **14:00 – 15:30:** Activity (Working Group 1): Lessons from design and implementation from NDCs iterations
- ▶ **15:30 – 16:00:** Coffee break
- ▶ **16:00 – 17:00:** Plenary (Presentations by you) (40 minutes)
 - Closing remarks

► Just Transition and NDCs

Leading the Change: How Workers, Employers, and Governments Drive a Just Transition through Social Dialogue

► **Just Transition and NDCs**

Commonalities and differences

Leading the Change: How Workers, Employers, and Governments Drive a Just Transition through Social Dialogue

What commonalities and differences are there?

Economy



Barbados

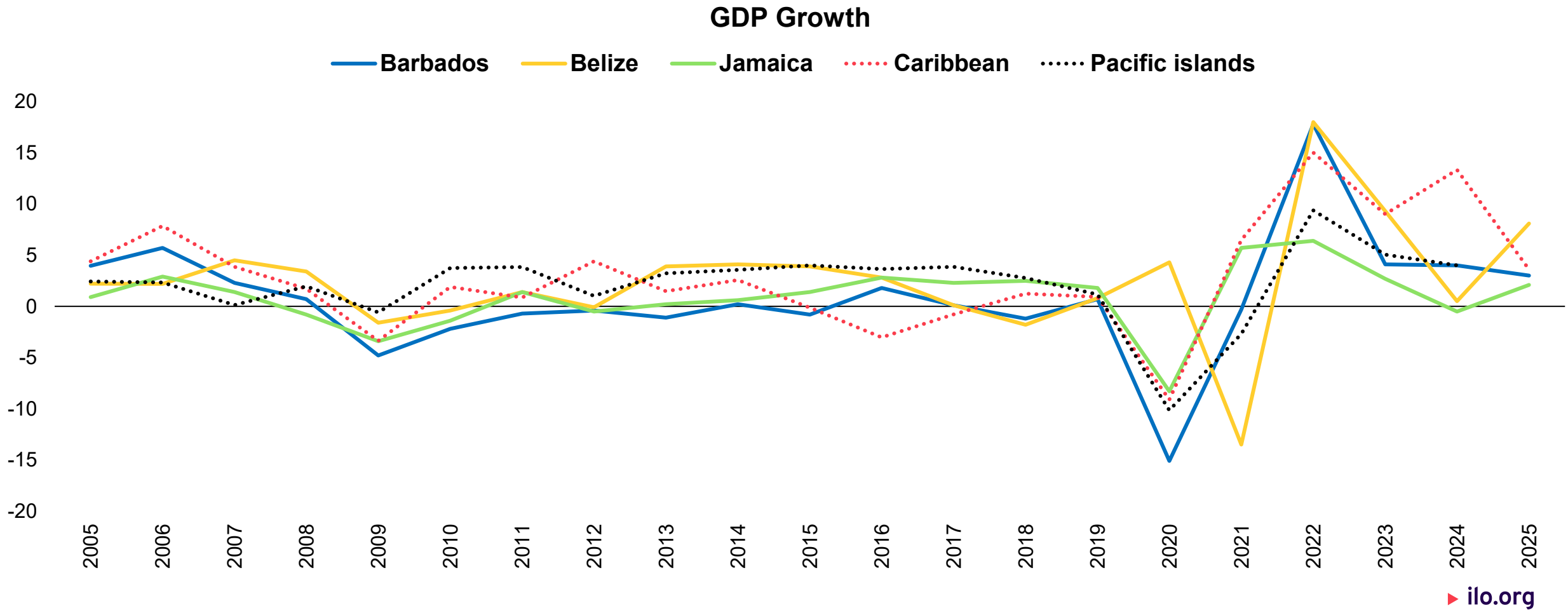


Belize

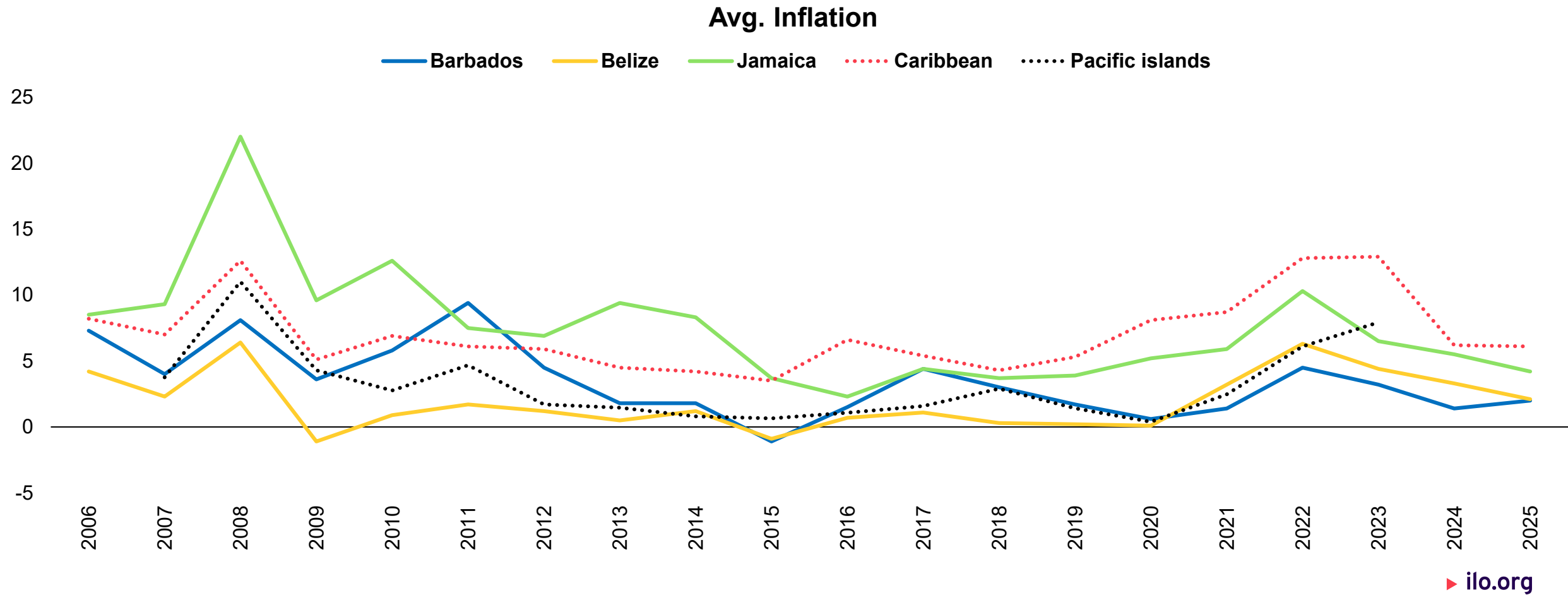


Jamaica

Economy

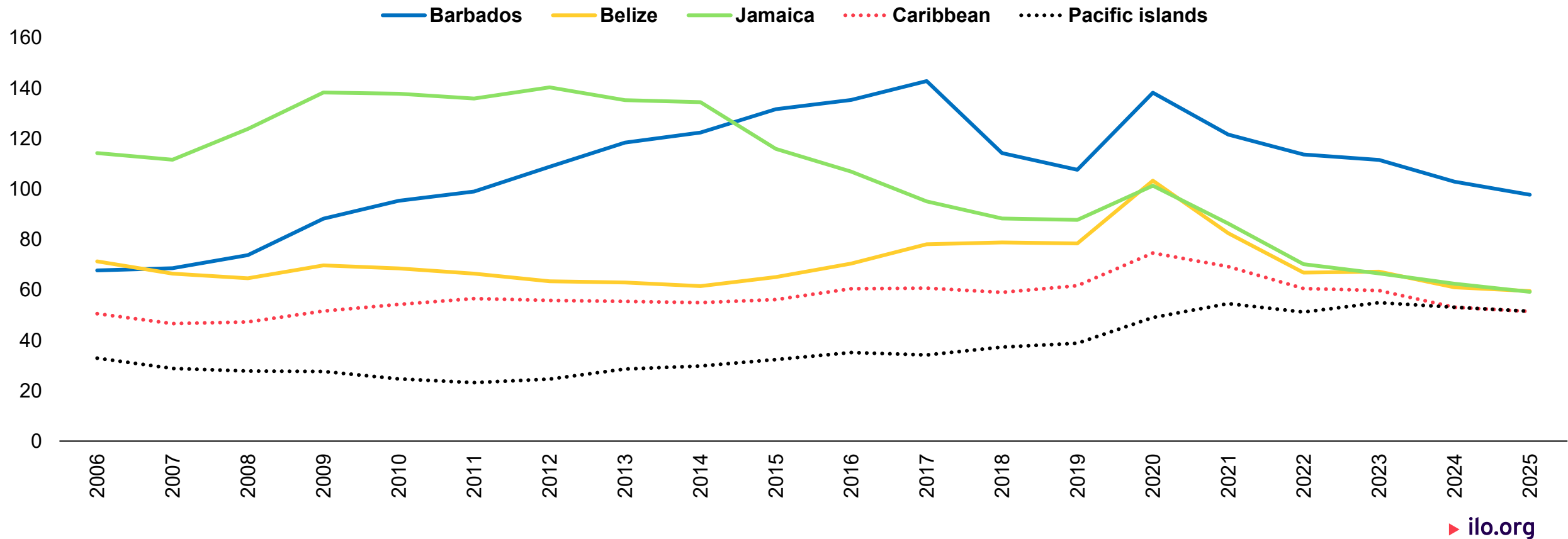


Economy



Economy

Gross Public Debt



Economy

1. Tourism / external sector

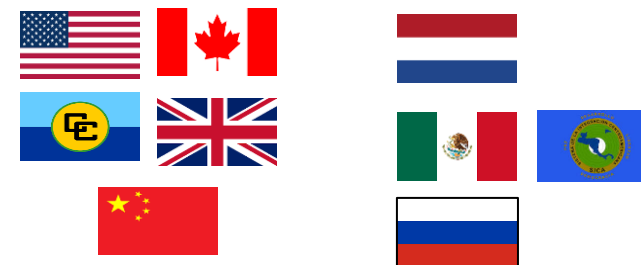
- ▶ Barbados: 12.1% to 30% GDP
- ▶ Belize: 21% to 40% GDP
- ▶ Jamaica 11% to 30% GDP

2. Import dependency, including energy

- ▶ Barbados: CA = Oil imports ~ 8.2% GDP | RE share ~15%
- ▶ Belize: 70.8% energy supply imported | Tax = BZD 190 m
- ▶ Jamaica: Fossil fuel account for 90% energy supply & electricity.

3. Economic makeup

- ▶ Service oriented (expected): Tourism, Retail, Public Sector | + Construction & External Services
- ▶ Key exports: Depend on the country



▶ **What economic context commonalities and differences exist in your countries?**

Economy

1. **To consider:** How does the following factors differ/interact in your country?

- ▶ Remittances
- ▶ Foreign Direct Investments
- ▶ Foreign reserves / exchange rates / credibility (ECCB/Central Banks)
- ▶ Competitiveness
- ▶ Presence of multinationals
- ▶ Offshore banking
- ▶ Businesses services
- ▶ Natural resources
- ▶ **Diversification, in what direction and how feasible?**

What commonalities and differences are there?

Social



Barbados



Belize



Jamaica

Social

Population: 282,336 | One of the most densely populated islands globally

Barbados

Population: 441,000 | Least populous in Central America

Belize

Population: 2.77 m (2.8% increase) | Coastal cities concentration | Urban

Jamaica

High income: \$19,945 PPP in 2024 | < Caribbean small states | > LAC

Barbados

Upper-mid income: \$13,278 PPP 2024 | < Caribbean small states & LAC

Belize

Upper-mid income: \$10,264 PPP 2024 | < Caribbean small states & LAC

Jamaica

Caribbean: \$33,843
LAC: \$19,905

Social

90% Afro-Caribbean | $\frac{30\% \text{ under } 25}{17\% \text{ over } 65}$ **ageing population**

12.5e% foreign | **25-30e%** abroad

Barbados

$\frac{47\% \text{ under } 25}{5.4\% \text{ over } 65}$ **young population** | **11.5e%** foreign

Multi-Ethnic | **Declining growth**

Belize

80% Afro-Caribbean | **Median age** – 26 (2018)

High emigration | **Pop. Growth**

Jamaica

17.2% poverty line (2016) (gender bias) | **HDI** 69/193 one of the highest
in the region

Barbados

52% below poverty (2018) & 22% MDI (2024) (Rural bias) | **HDI** 115/193

Belize

8.2% below poverty (2023) (from 16.7% in 2021) | **HDI** 111/193

Jamaica

2 party system | Governance and corruption indicators vary | Crime can be a concern

What commonalities and differences are there?

Labour



Barbados



Belize



Jamaica

Labour and human capital

Employment data (2024-2025)

Barbados

- **Unemployment:** 7.7%
- **LF participation:** 63.5%
- **LF 2004 = 146k | LF 2024 = 137k.**
- **Informality:** 30-40% GDP | 62% Labour (2016e)

Belize

- **Unemployment:** 2.1%
- **LF participation:** 59%
- **Informality:** 37% Labour (retail and agriculture)

Jamaica

- **Unemployment:** 3.3%
- **LF participation:** 69%
- **Informality:** >50% Labour (retail, agriculture, many sectors)

Education in the Caribbean

Social justice data

Social protection:

- **Barbados:** 56.7% pop. | 90% LF
- **Belize:** 32% pop. | 24% women
- **Jamaica:** 32% pop. | <20% health

Youth

- **Barbados:** 19.5% unemployment | NEET: 23% (2016e)
- **Belize:** NEET: 30.2%
- **Jamaica:** 10% unemployment | NEET: 25.5%

Gender

- Nuanced, but lower participation.

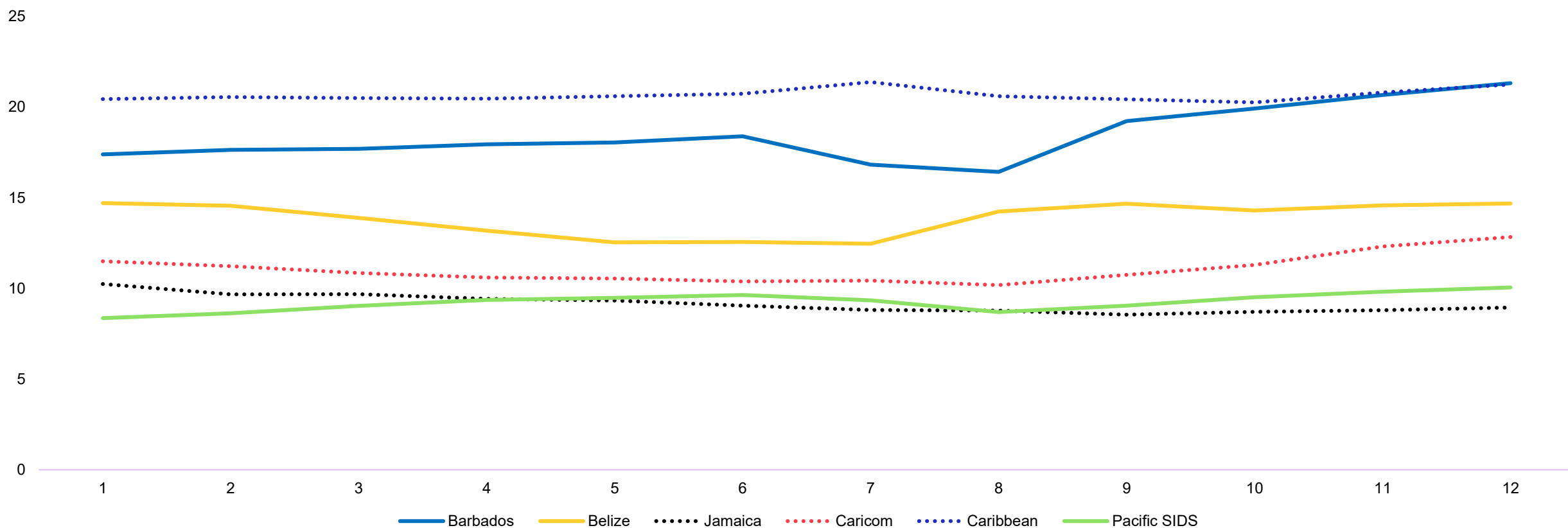
Groups affected: Women, youth, migrants, small businesses/self-employed, rural areas, **elders**, informal workers (e.g., fishers).

MSME Dominant (micro)
Notable level of self-employment

► ilo.org

Labour and human capital

Output per hour worked (2021 \$PPP)



► **What factors affect productivity growth in your country?**

► **Just Transition and NDCs**

Activity: Mapping commonalities and differences across countries and perspectives

Leading the Change: How Workers, Employers, and Governments Drive a Just Transition through Social Dialogue

▶ **Activity (Grab chairs – Groups of 5)**

1. What commonalities and differences exist (economic, social, labour/human capital)?

▶ Deliverable: Present what interesting commonalities and differences emerged from discussion.

2. Take contextual facts (economic, social, labour/human capital) and map them to expected challenges and opportunities for the Just Transition?

▶ Deliverable: Present some of the mapped challenges and opportunities.

► **Just Transition and NDCs**

Environmental risks

**How do environmental risks
affect your membership?**

**What actions have you taken to
assist them?**

**What prevents you from taking action?
What prevents the state from effectively
assisting your members?**



► **Just Transition and NDCs**

Lessons from NDC iterations

▶ **Key lessons in the Caribbean:**

1. NDCs are improving and raising ambition, and more robustly made

- ▶ This includes partnerships, supporting work, improved capacity, sector inclusion.

2. Just Transition is being included

- ▶ Submitted NDC 2025: Barbados, Belize, Jamaica, Saint Lucia (first), and Saint Vincents and the Grenadines.
- ▶ JT references- 2025: Barbados, Belize,* Jamaica, Suriname (Draft) | Past: Dominica; Antigua and Barbuda; **others?**

3. Engagement improving but as inclusive of tripartite partners

- ▶ Unions less consulted, EBMOs less effectively engaged, and MoL not highly involved.  ilo.org

► What are the NDCs?

- NDCs = **Nationally Determined Contributions** — each country's climate action plan under the Paris Agreement. They describe how the country will reduce greenhouse gas emissions and adapt to climate change. Updated every five years to raise ambition (“progression principle”). (2015-2020-2025-2030, **BUT 5 year cycles**)
- “Each signatory nation to the Paris Agreement is required to outline and communicate their NDCs, reflecting their ambition, targets, and plans for addressing climate change”

► Why do they matter?

- They set **national priorities** (for energy, transport, agriculture, industry, and many sectors).
- They influence **public investment, international funding**, and private-sector opportunities.
- Each NDC affects how **businesses operate, workers are trained**, and **employment shifts** in green and traditional sectors
- Global stocktakes are based on NDCs.

► NDC targets

- **Base-year target** (Barbados – 2008; Belize – 2020; Jamaica – 2012)
- **Business-as-usual (BAU) or “baseline scenario” target** (Belize – 2020; Jamaica – BAU 2020 policies)
- **Intensity target** (e.g., per capita emissions or per energy unit relative to a base year)
- **And others** reflecting national circumstances (e.g., non GHG goals = air pollutants; increase forest coverage; water particles; **developmental goals**)
- **Conditional and unconditional** (Jamaica from 19.6% C to 16.3% U – 2030/2012)
 - Depends on international finance, technology transfer, or capacity-building support
- **Economy-wide and sectoral** (Jamaica started with just energy, now cement)
 - Energy, Transport, Industry, Agriculture, Forestry and Land Use, Waste | Others – **Can you think of any?**

What goes in an NDC?

Up to the country...but have to communicate:

Quantifiable information: reference, targets, updates triggers

Time frame

Scope and coverage: sectors, co-benefits

Planning process: consultation, country context, projects

Assumptions and methodological approaches: IPCC*

Contribution: Global targets, financing

Fair and ambitious: National circumstances and equity

► **Mechanisms to know:**

1. Implementation plans (Belize and Jamaica)

- Specific actions, timelines, responsible, budgets/needs.

2. Long-Term Low Emission Strategies (Belize and Jamaica)

- Set a vision to 2050 or beyond for achieving net-zero or low-emission development.

3. Technology Needs Assessment and Action Plans (TNA + TAPs) (e.g., Jamaica)

- Identifies technologies and capacities that are needed + barriers, training, finance.

4. National Adaptation Plans and National Appropriate Mitigation Actions

- NAPs: Focus on climate resilience and adaptation, especially in vulnerable sectors (e.g., Antigua and Barbuda in June 2025; Saint Vincent in 2018; Suriname in 2019).
- NAMAs: Focus on reducing mitigation.
- Both can be sector specific.

▶ **5. Green Climate Fund (GCF) – Who is fiduciary or certified in your country/region?**

- ▶ Grants and concessional loans.
- ▶ Others LDC Fund, Adaptation Fund, Climate Investment Fund (WB, IDB), Carbon Markets, and Loss and Damage Fund.

6. Climate Technology Centre and Network (CTCN)

- ▶ Technical assistance and connects to technology providers | TNAs and TAPS.

7. Biennial Transparency Reports (BTRs)* (e.g., Belize)

- ▶ Track progress on NDC implementation and finance received/spent.
- ▶ Includes National Inventory Report.

8. Climate Investment Plans / Readiness Programs (e.g., Belize)

- ▶ Help countries prepare bankable projects and align national budgets with NDC priorities.

► **Just Transition and NDCs**

Working Groups

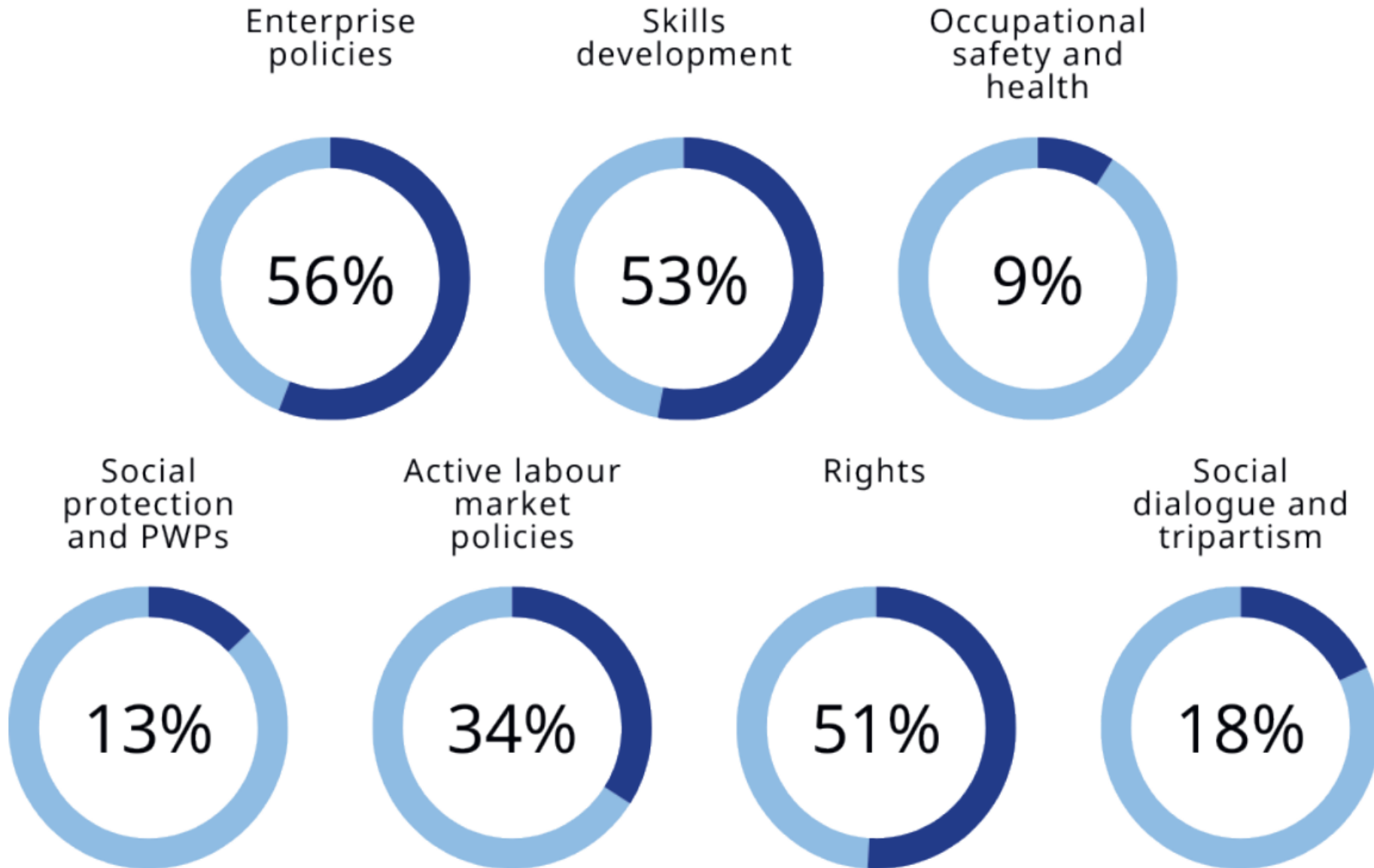
Working Groups Activity

- 1. What was your participation/involvement in your country's NDC? What factors empowered or affected participation?**
- 2. Reflection on NDC-related policies impact (How were you involved and what worked? (Mapping of NDC and national policies will be available)).**

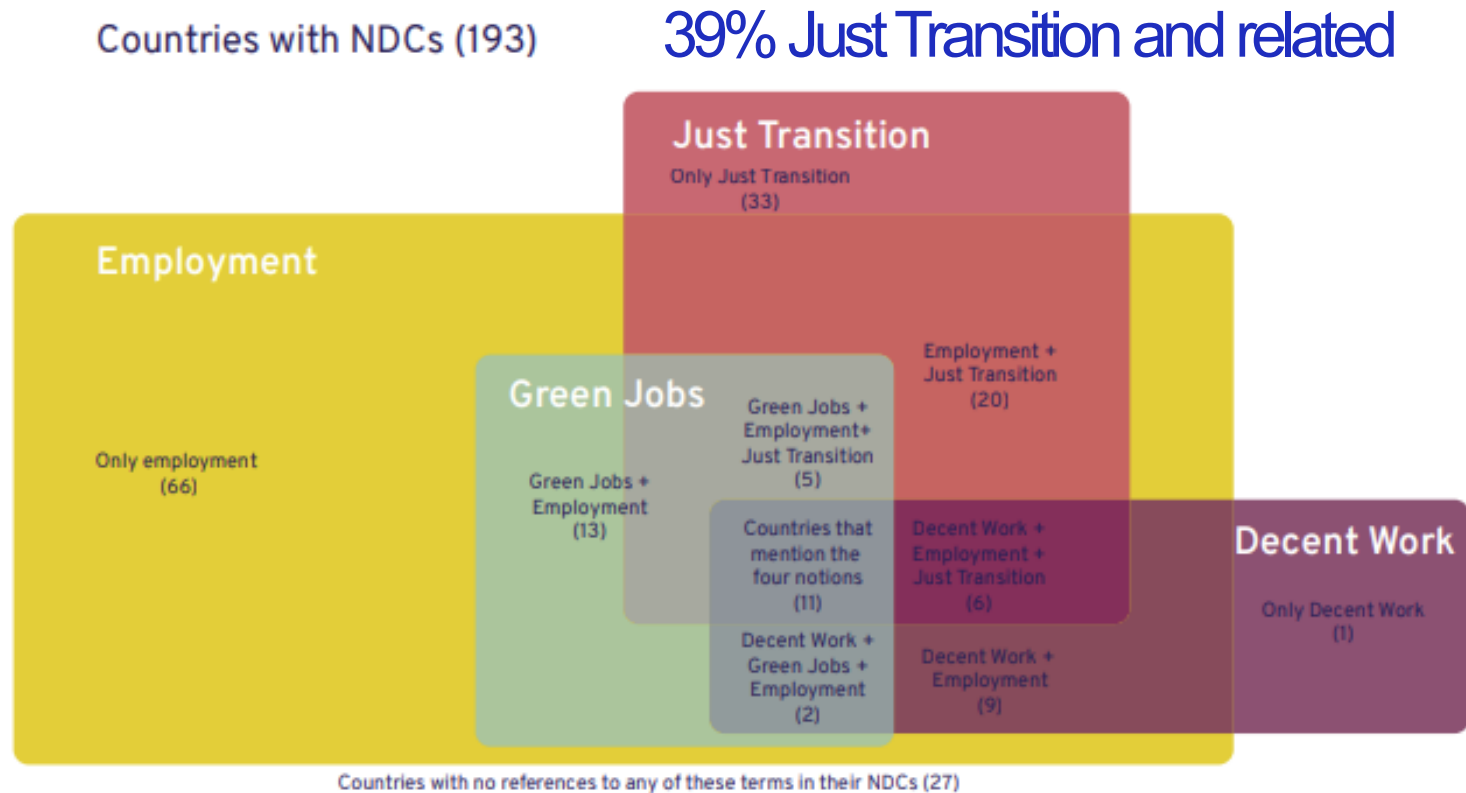
Supportive Policies from the ILO Guidelines on Just Transition

Social dialogue and tripartism policies	• Mechanisms and spaces • Active role in policy formulation • Incorporation of environmental dimension in collective bargaining and agreements
Macroeconomic and Growth Policies	• Sustainable growth • Harmonizing growth with social and environmental goals • Investing public funds in the greening of the economy • Trade and investment policies
Industrial and Sectoral Policies	• Sectoral goals and incentives • Sectoral perspective (risks and opportunities)
Policies concerning companies (Enterprise policies)	• Favourable environment for sustainable businesses • Business resilience, especially for SMEs • Financial incentives, training opportunities, technical assistance
Skill Development Policies	• Labor skills development • Education, technical training, supply and demand gaps
Occupational Health and Safety Policies	• Identification and regulation of new risks • Adaptation of environments/conditions
Social Protection Policies	• Health services, income security, social services integrated with environmental policies • Innovative solutions to mitigate the impact of climate change on workers
Rights (e.g., labour, gender, inclusion)	• Promoting equitable outcomes • Fundamental principles and rights at work • International Labour Standards
Active Labor Market Policies	• Addressing unemployment caused by job losses, and support for at-risk communities • Effective and timely employment services

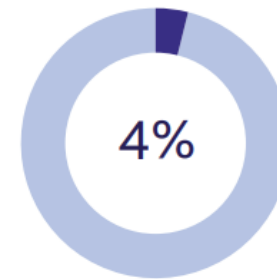
► **Figure 12. Policy areas with mentions in the NDCs**
(as a percentage of the total NDCs)



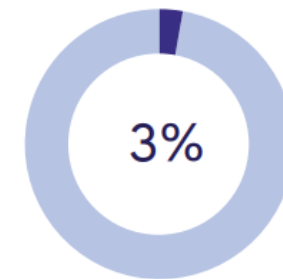
NDC 2.0 (2020/2021)



NDCs that mention
workers organizations



NDCs that mention
EBMOs



NDCs that mention
workers and EBMOs

