

► Just Transition and NDCs

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

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Challenges for a social dialogue about the just transition in the Caribbean

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Wednesday / 22 / October / 2025

Challenges for a social dialogue about the just transition

Spaces are not always **institutionalised or convened** (e.g., OSH, Climate Change Boards)

Just Transition **not an explicit agenda item**

Not inclusive (especially to MoL and Unions)

Climate and **Labour are** not seen as interconnected + **Climate** as a “true” priority

Government changes (people and governance) + **inter-ministerial collaboration**

Ministry of Labour is more of an **addendum**

Capacity to engage effectively

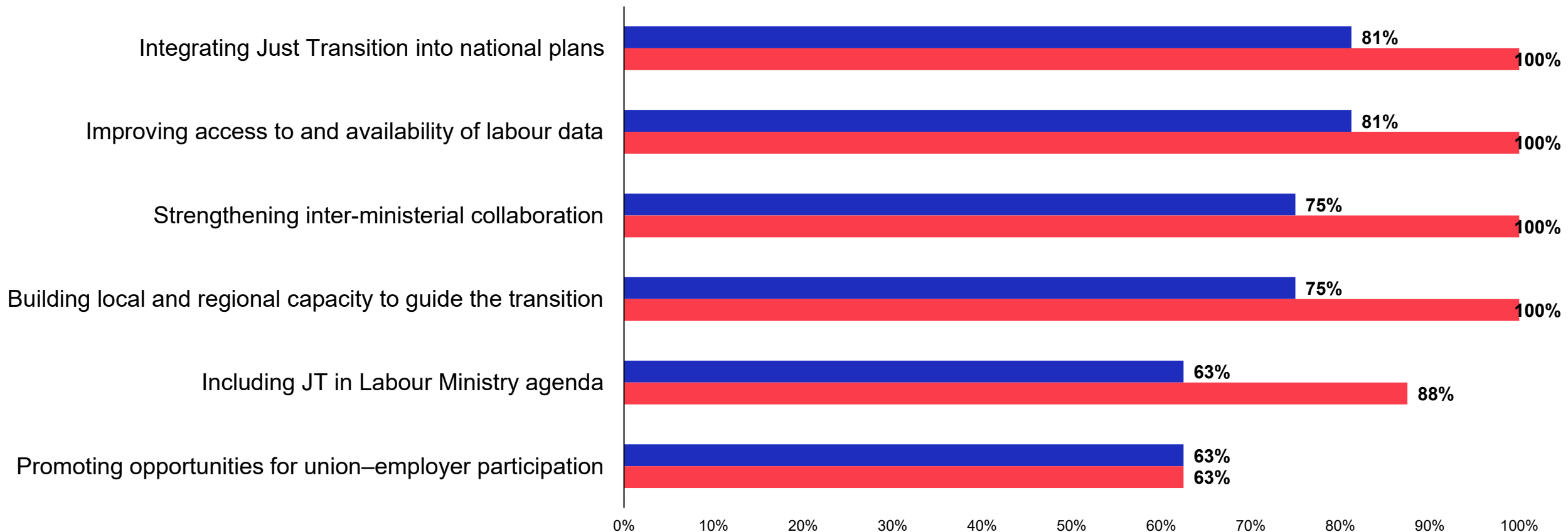
Internal engagement / interest

Timely / relevant data + Access to information

Relevant **actors** and **succession planning** + **Key representation**

Effective dialogue (Show, not tell)

What are the main obstacles the Department/Ministry faces when transitioning to sustainable, low-carbon practices?



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Common/Potential social dialogue mechanisms

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Overarching tripartite bodies (Social Partnership, Labour Advisory Board)

Mission / Visions / LT Strategies Board and Thematic Groups (Mission Barbados, Vision 2030 Jamaica, Belize Climate Change Board)

Specific boards for mission/goal

Decent Work Country Programme Steering Committee

C144 Committee

ILO Standards, Fundamental Principles and Rights of Work

National Committee/Board on OSH

Climate risks and OSH

TVET Council

Minimum Wage Board

Living wage and capacity to pay, terms/conditions, vulnerable groups

Sectoral or Industry spaces (Renewable Energy Councils, Electricity Committee, Transport, Tourism)

Skill /needs alignment, standards development

Productivity or Competitiveness Council/Centre (Jamaica, Barbados in the past)

Crucial topic

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Crucial topic

Activity

- Who are the members?
- Role of your social partner
- What actions have been advanced?

Activity

- **Pair by countries (if single, choose a country)**
- ▶ • **Identify social dialogue bodies where Just Transition could be included**
- **If already included, discuss experiences or how to make it more effective.**
- **Share back: discussion, who are members of this body, what impact achieved or potential**

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Own Initiatives - EBMOS

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Belize Chamber of Commerce and Industry

- ▶ **Representation** (70+ committees): Labour Advisory Board, Climate Change Committee, Tourism & Environmental Councils, Decent Work Country Programme 2024–2029.
- ▶ **Policy advocacy**: Business Policy Roadmap 2025 promotes skills module in Labour Force Survey, flexible migration, TVET strategy, climate-resilient infrastructure, affordable energy, and private-sector inclusion in the Medium-Term Strategy.
- ▶ **Research for evidence**: IDB skills roadmap for eco-tourism, past mismatch studies in agriculture, ICT, food, and tourism.
- ▶ **Policy communication**: Online Policy Tracker Platform shares updates (including green transition and skills).
- ▶ **TVET & skills**: Member of NCTVET; partner in SAGE (green skills, gender/youth focus); supported short green-climate courses (UB), agro-processing (Stann Creek TVET), and renewable energy training pilots.
- ▶ **Awareness**: Study visits (Mennonite solar farming), engagement with Blue Economy Policy & Fair.
- ▶ **Mediation**: Facilitated dialogue in electric-bus pilot (EU-UNDP-GoB project) to balance private operators' concerns.
- ▶ **Financial access**: Works with DFC to formalise MSMEs, promote women's loans, and integrate Just Transition in climate finance readiness (GCF project, 2021-23).

► Other EBMOs in Belize

► **Belize Livestock Producers Association (BLPA):** Training on rotational grazing, silvopastoral systems, water-smart farming; operates a model demonstration farm (international org. support).

► **Belize Tourism Industry Association (BTIA) / Hotel Association:**

- Advocacy in climate-linked tourism boards (Belize Tourism Board, Sargassum Task Force, PACT, and the DFC)
- Awareness campaigns and marine-conservation education with Belize Fund for a Sustainable Future.

► **Women's Seaweed Farmers & Chunox Fishermen's Associations:** Member training for sustainable aquaculture and fisheries.

► **Barbados Hotel & Tourism Association (BHTA):**

- Operates the Barbados Environmental and Sustainable Tourism (BEST) Programme, promoting sustainable tourism.
- Caribbean Hotel Energy Efficiency Action Programme (CHENACT) (IDB, CTO, CHTA) conducted energy audits in SME hotels—achieving 30–50% energy and up to 50% water savings.

► **Barbados Coalition of Service Industries (BCSI):**

- Developed business continuity toolkits, conducted research on renewable energy and ocean sustainability, and held webinars on green finance and renewable energy to support SME readiness.

► **Barbados International Business Association (BIBA):**

- Promotes ESG adoption and raises awareness on corporate climate resilience across sectors.

► **Barbados Manufacturers' Association (BMA):**

- Promotes sustainable manufacturing and smart technologies.
- Launched the Rations Pack Initiative providing locally sourced emergency meals for climate-related disasters.

► **Barbados Renewable Energy Association (BREA):** Promotes renewable energy + to be member of Renewable Energy Council

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Own Initiatives - Unions

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► Awareness-raising (Preparedness & Accountability)

- Issues public messages on workplace, family, and community preparedness during climate events.
- Promotes solidarity, volunteerism, and reporting unsafe workplaces.
- Urges employer accountability for OSH, disaster response, and worker dignity.

► Research & Advocacy for Climate-Smart Public Services

- Informative pieces on climate risks (sea-level rise, heat stress, water insecurity) to public services.
- Health system: heat stress and waterborne diseases increase and mental and physical tolls.
- Education: schools serve as shelters and places for climate education on environmental issues.
- Emergency services: effective early warning systems and planned and coordinated responses are needed.
- Social protection: public safety nets such as unemployment insurance, housing support and food aid are crucial.

► Capacity-building for Members

- Delivered online sessions on climate change, energy transition, and decent work.
- In 2025, co-hosted a university seminar on working in rising temperatures.
- Plans further training through the ILO 2-year Just Transition programme.

- ▶ **Jamaica Association of Local Government Officers (JALGO)**
- ▶ **Bipartite dialogue and steps towards collective bargaining**
 - Rising temperatures/Droughts → More fires (583 bush fires in 06/2025 vs 105 in 06/2024) → More risks.
 - Advocated for more proper equipment



TURNOUT



TECH RESCUE



WILDLAND



Other Unions in Jamaica

- ▶ **Jamaica Confederation of Trade Unions (JCTU):** Umbrella body
 - Sits on TVET Council, Labour Advisory Board, and Productivity Centre Board.
 - Advances national reskilling discussions and serves as focal point for ILO's 2-year Just Transition project.

- ▶ **Bustamante Industrial Trade Union (BITU):** Political unionism
 - Promotes Just Transition in climate and digital transformation.
 - Public advocacy: upskilling, shorter shifts during heat waves, shaded rest areas, safer uniforms, and OSH awareness.
 - Uses social media campaigns to highlight worker vulnerabilities and adaptation measures.

- ▶ **Jamaica Household Workers' Union (JHWU):** 7,000+ members; part of ILO Just Transition project + C189.
 - Survey reveals (from a survey of 200 domestic workers) that over half were not aware of any laws that protect domestic workers in Jamaica, and nearly 90% believe the government does not adequately inform them of their rights.
 - JHWU members are more likely to contribute to Jamaica's social security scheme, have a written employment contract, and be aware of the rights and social protection benefits

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Collective bargaining

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Chile: Santiago Metro Train & Federation of Metro Unions (Proponent)

- **Union context:** 17.1% coverage (21% CLAs); 9,000 unions in the private sector; public sector more condensed.
- In 2021, a Strategy for a Just Transition in the Energy Sector (including transport) was published.
- **JT Impact:** Impacts of automation across Santiago's expanding low-carbon rail network.
- 2022, CLA -> covered 96.7% of workers (~4,000)
- Establishes a bipartite committee made up of equal representatives from management and the union to oversee the social and employment impacts of automation for the expansion of a low-carbon rail network (to voice concerns and make decisions)
- The committee is tasked with developing measures for compensation, retraining, and skills development, as well as promoting work–life balance and ensuring gender representation in its deliberations.

Chile: Santiago Metro Train & Federation of Metro Unions (Proponent)

▶ **“measures and mechanisms for compensation, training, retraining, capacity development and reconciliation of work and personal life”**

“body for the democratization and inclusion of workers” that may channel their participation “so that they can express their concerns and problems regarding the technological implementation or operational modifications” while “tending to cancel or at least diminish the negative impact on workers”

“to agree, study, investigate, reach consensus, negotiate and incorporate the participation of workers in the different projects of technological change and/ or digital transformation that occur within the company”

“a mechanism for the effective representation of women in order to incorporate a gender lens in the analyses, conclusions and agreements”.

Ghana: General Agricultural Workers Union (GAWU) (Proponent)

- **Union context:** 16.8% coverage (38% CLAs)
- Six enterprise-level agreements in the **agricultural sector**
- **JT Impact:** Impact of climate change
- The agreement commits management and workers to joint climate action through awareness-raising, capacity-building, and sustainable production practices.
- It led to the establishment of a sustainability manager and introduced training on environmental protection and OSH, alongside measures such as reducing fertiliser use and improving wastewater treatment.
- However, protections against climate-related job or income losses and productivity safeguards are not yet included.

“(1) ... raise awareness on climate change; (2) develop capacities for reducing the negative impact of climate change on people, the communities and the operations of the company; (3) promote collaboration with GAWU and other stakeholders to promote sustainable production and consumption patterns that contribute to reducing global warming (clause 4).”

India: Management (Proponent)

- **Union context:** 19.8% coverage |
- Vehicle manufacturing, four factories and 675 workers | CLA 2023-2026
- **Motivation:** accreditation
- Focuses on workers reducing waste and environmental harm and adhering to the company's environmental management and OSH plans.
- The just transition clause was proposed by management, to support its environmental and health and safety accreditation through the International Organization for Standardization (ISO).
- **Led to:** Regular training and workshops on OSH and the environment.
- An employee has been designated the “energy captain” to increase worker participation and to support awareness and compliance with the environment clauses.
- Other outcomes include the use of renewable energy resources and eco-friendly gases, rainwater harvesting, and reducing paper and energy consumption.

► “It has been discussed and decided by and between the parties that the workmen will adhere to the company’s environmental and OSHAS policy while working and follow the guidelines, rules and regulations laid under the ISO 14001 and OHSAS 18001 (now 14001) Management Systems for prevention of wastage of natural resources, disposal of wastage in appropriate bins, optimum utilization of equipment and resources like compressed air, electricity, fuel, hand gloves, lubricants etc. and prevention of spillage of any material, or liquid on shop floor or any other area in the premises.”

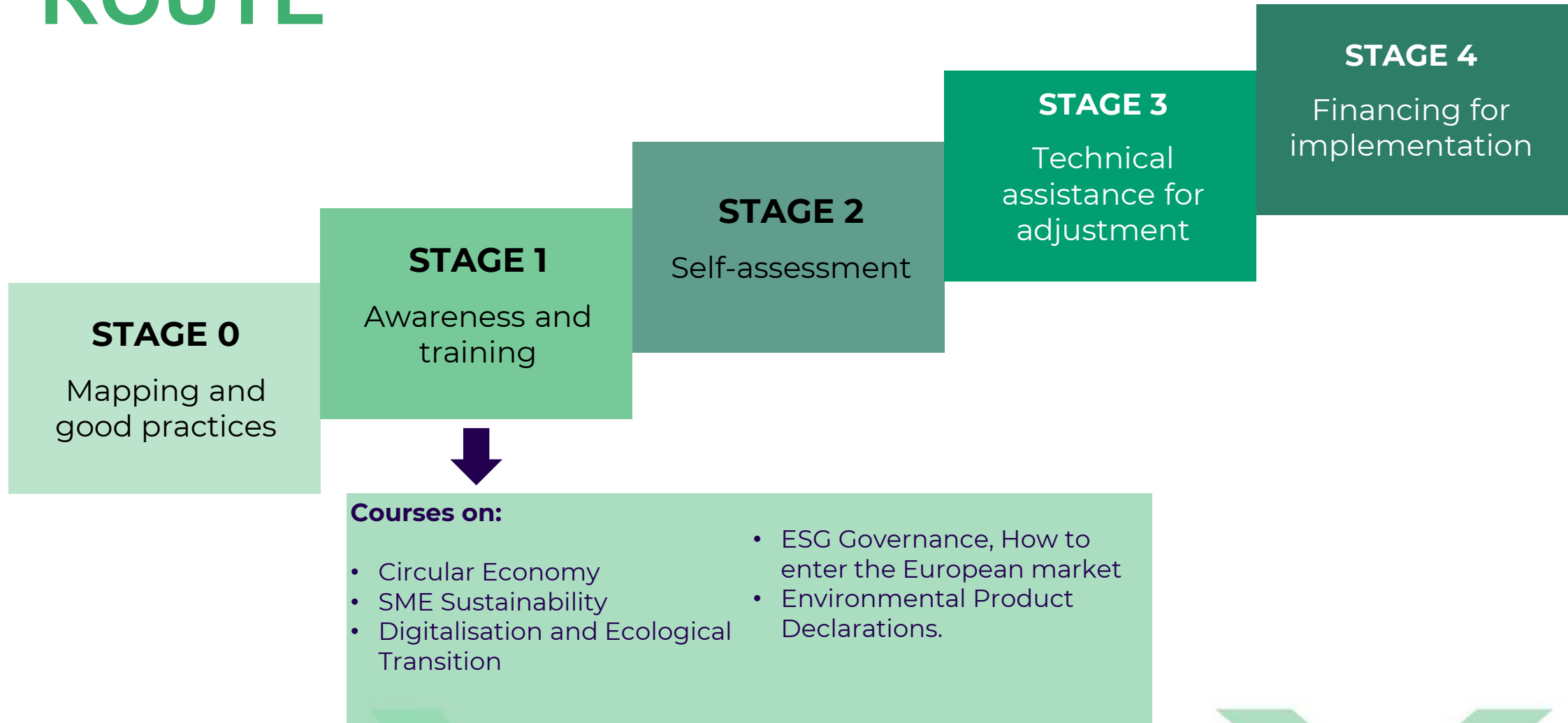
“It is further decided by and between the parties that as an initiative towards preserving the natural resources, the practice of submission/distribution of hard copies of various forms, records, applications, and to Time Office will discontinue. The same will be made available online on ESS or mobile app introduced by the company. All types of applications for loans, advances, certificates etc. to Time Office shall be made through the said system. As usual, hard copies of pay slips, forms, form 16, certificates etc. can either be taken prints from the ESS or can approach Time Office with proper justification.”

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EBMO service example

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GREEN ROUTE



Working Group 2 Activity: Social dialogue processes.

How can we improve the social dialogue process towards the Just Transition?

Roles and Actions: What own-initiatives can Social Partners put in place to help their members?