

► Just Transition and NDCs in Jamaica

A Trade Union's Perspective – Case Presentation

Agenda

- ▶ Presentation of Case Study (~30 minutes)
- ▶ Reactions/Comments by Jamaica JCTU and others (~10 minutes)
- ▶ Open conversation (20-30 minutes moderated by Jorge Ramírez)

► Case Structure: **Workers' Perspectives**

- ❖ How do **NDC actions** involve or affect **jobs**? What specific actions are they?
- ❖ Are policies and frameworks linking climate action with **decent work and job opportunities and social protection**? What legislation and norms should my membership be aware of? What gaps exist, or what is **not being implemented**?
- ❖ What challenges and opportunities exist from the **workers' perspective**?
- ❖ What is the **role of trade unions** and their membership?

What is Jamaica?

Economy



Social



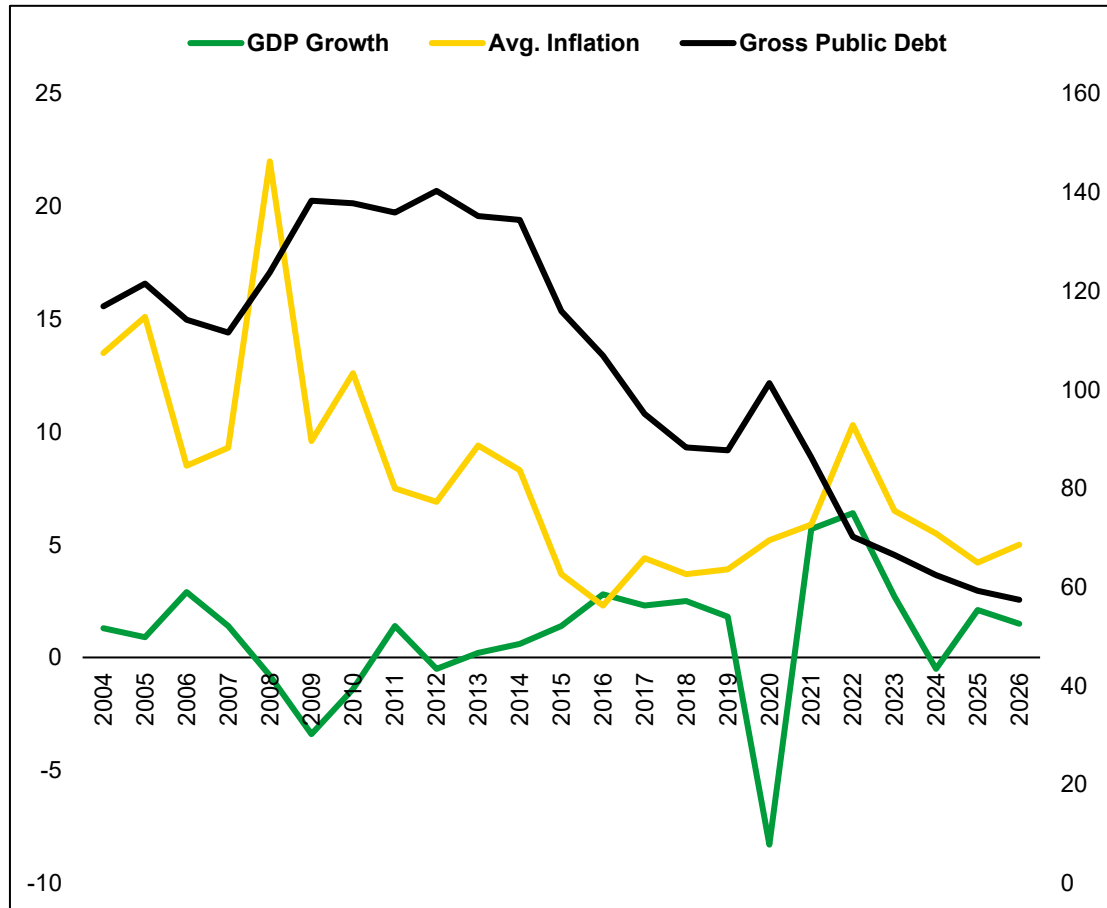
Labour



Environment



Economy



2024:

▶ **11% | 30%* GDP**

Tourism

▶ **9.3% GDP**

Agriculture

▶ **~90% fossil fuel**

Energy supply and electricity

▶ **Mining/manufacturing:**

Bauxite and Limestone -> Aluminum Oxide and Cement



Social

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

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

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

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

Governance: Two parties alternate | Regulatory efficiency and crime concerns



Labour and human capital

Employment data (2025 Q3)

- **Unemployment:** 3.3% ↓
- **LF participation:** 69% ↑
- **Informality:** >50% Labour (retail, agriculture, many sectors)
- **Education:** 11.4 years, but 7.1 actual learning
- **HEART/NSTA:** > 110,000 students and ~50,000 certifications

Social justice data

- **Gender:** Nuanced outcomes (Gap 12%, but higher skills and managers)
- **Youth:** NEET: 25.5% & 10% UE
- **Rural:** Not so different (GKMA yes)
- **Underutilization:** 6.7% ↓
- **Social protection:** Coverage (1 benefit): 32% population | Health < 20% (2019)
- **Groups affected:** Women, youth, migrants, self-employed, informal workers (e.g., fishers), rural areas, and elders.
- **Dependency ratio:** <50%

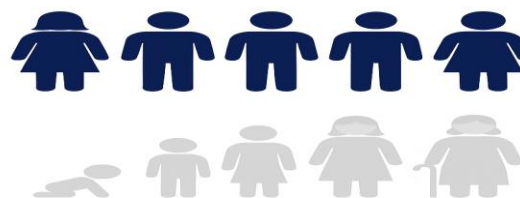
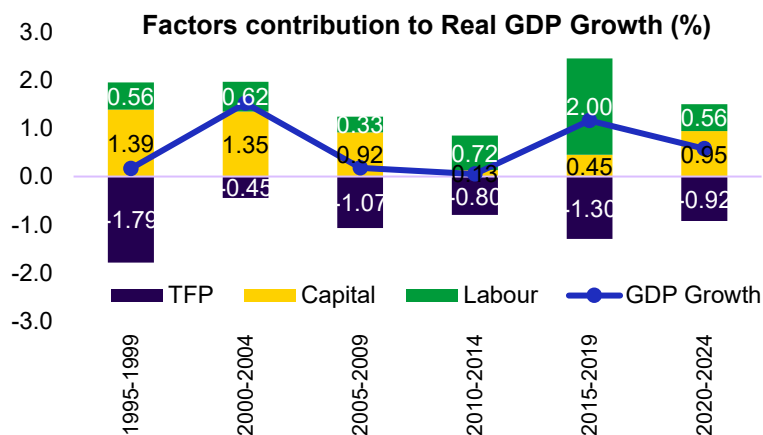
Jobs by sector (diversified):

- Tourism = 12.1% to 37%
- Retail (19%) | Agri. (13%)
- Bus. Serv. & Construction (10%)
- Public = ~14%
- Self-employed = 40%

MSME = 90% (with 83% micro and many jobs one-person enterprises)

Wage setting:

- Mostly market-determined
- Min. Wage JA\$400 (\$2.50)
- Unionisation > 30% | Union common in public sector/ industries



► QUESTION

**Climate disaster and
workers/employers' responses**

Environment

Economic activity	% contribution to total emissions of GHG
Transportation	25-30%
Energy	25-30%
Industrial processes and product uses (cement, bauxite)	25-30%
Waste	6%
Agriculture, forestry, and other land uses	Carbon sink (global)

Environment

US\$705 billion in damages (1990 to 2020) – Beryl and Raphael led to negative growth

1% asset value per year
(estimated) – Higher in Greater Kingston

Yet emissions have declined
From 3.79 in 1990 to 2.8 in 2023

► QUESTION

**Climate disaster and
workers/employers' responses**

▶ **Lessons from NDCs iterations**

▶ **Lessons based on NDC 2016, NDC 2021, and NDC 2025**

1. Gradual sectoral inclusion aligned with available capacity

- ▶ First energy sector (including transport)
- ▶ Then forestry, and then industry (cement) | Other includes in Long-Term Strategy
- ▶ Key 2030-2035 targets: 65% RE; EV share 10-16% + 2,000 electric-buses; industry coal use | net zero by 2050/60

2. Policy coherence and added robustness

- ▶ Jamaica's Vision 2030
- ▶ Implementation Plan, Technology Assessments and Plan, the Long-Term Low Emissions Strategy

3. A more consultative process, but less inclusive of tripartite stakeholders

Sector/Area	Action connected to Just Transition
Cross-sectoral / Labour Market	• Commit to a just transition, ensuring fairness and equity for workers affected by the low-carbon shift. • Conduct stakeholder engagement and social dialogue to capture worker needs. • Promote decent employment, skills upgrading, and enhanced social protection for displaced or transitioning workers. • Aligns Just Transition framework with ILO's four pillars (employment, social protection, rights, social dialogue). • Implement measures and commitments related to green jobs. • Enable the private sector in supporting the creation of green jobs, skills-training programmes for the workforce, and mentorship schemes for youth.
Education & Capacity Building	• Strengthen education, training, and public awareness. • Sector-specific programmes will be offered to train the relevant workforces in new technologies, and to sensitise them to alternative and integrated livelihoods • Promote climate education in schools. • Promote acquiring or developing new or updated skills. • Encourage gender-responsive training and inclusion in climate decision-making.
Energy & Transport	• Recognises that the transition to a low-carbon economy will also have an impact on the labour force in the country, particularly those working in fossil fuel-dependent industries. States will work to create opportunities for them to transition. • Promote training for renewable energy technologies and efficiency. • Train personnel on equipment safety and in the operation and maintenance of low-carbon infrastructure (e.g., 2,000 EV buses by 2040).
Agriculture & FOLU	• The NDC emphasises the importance of improving agricultural output, generating employment, increasing productivity, sustainably managing forest resources, and implementing adaptation strategies. • Support training and knowledge transfer for farmers on sustainable practices (e.g., farmer-field schools, climate-smart practices). • Aim to enhance livelihood security and food sector resilience. • Promote sustainable livelihoods for forest-dependent communities by enhancing their capacity to participate in sustainable forest management and benefit from forest resources.
Tourism	• Encourages sustainable tourism planning and considers the current workforce capable of implementing these practices.
Fisheries / Coastal Management	• Regulate, monitor, and enforce a reduction in overfishing and illegal fishing practices. • Increase the economic benefits from the sustainable use of marine resources, including through sustainable management of fisheries.
Health & Social Protection	• Ensure that workers have access to social protections, such as health care and retirement benefits. • Strengthen health system capacity to respond to climate-related risks. • Protect vulnerable communities and improve social resilience. • Effective social protection for all against poverty and other forms of vulnerability. • The government can consider establishing a social protection scheme to provide income support for workers who lose their jobs due to the transition. The scheme can also provide support for communities that are dependent on industries affected by the transition
Governance / Social Dialogue	• An LT-LEDS Committee with representation from ministries, the private sector, and other stakeholders have been established. Its mandate and composition can be changed to include other tripartite partners. • Establish mechanisms for stakeholder coordination, participation and information sharing among ministries, agencies, and non-state actors. • Promote participatory decision-making at national and community levels. • Ensure gender and social inclusion in climate governance.

► Policies and frameworks In support of a Just Transition

► QUESTION

**Share your experience in
participating in policy
development in your country**

Laws and norms

Constitution: enjoy a healthy and productive environment free from the threat of injury or damage from environmental abuse and degradation of the ecological heritage

Air Quality regulations

Occupational Safety and Health (OSH) Act [PENDING]

Disabilities Act

AGENCIES: National Environment and Planning Agency (NEPA); Climate Change Division; HEART/NSTA Trust

Climate Change Bill?

International commitments (Paris, SDGs, ABAS) and Support (ILO 2-Year Programme)

Policies, plan, and projects

Vision 2030 Jamaica – National Development Plan (NDP) “sustainable and inclusive development”

Medium-Term Socio-Economic Policy Framework + 31 Sectoral Plans

Jamaica’s Long-Term Low-Emissions Development Strategy (LT-LEDS)

Updated Climate Change Policy Framework

National Energy Policy (+ policies in Renewable, Integrated Resource Plan, Biofuels, Electric Vehicles)

National Employment Policy

Many relevant: Gender and Climate Change Strategy, Youth Policy, Senior Citizens Policy, Poverty Reduction, Social Protection Strategy

Micro, Small & Medium Enterprises (MSME) and Entrepreneurship Policy

Vision 2030 Jamaica – National Development Plan

- Long-term vision (since 2009) – Living Document.
- **Promotes quality education, decent jobs, social protection, and climate resiliency**
- **Implementation tools:** 3-year medium-term plans, 31 sectoral strategies, continuous monitoring and evaluation, thematic working groups and dashboards.

Updated Climate Change Policy Framework (CCPF)

- Updated in 2021, open consultation process.
- Recognises how **heat and extreme weather affect worker safety and productivity**, urging consultation, OSH measures, and adaptive work practices.

Gender and Climate Change Strategy and Action Plan (GCCSAP)

- Highlights barriers such as unpaid care work, male-dominated fields, and pay gaps. AND the need for inclusion and participation in decision-making.

► QUESTION

**Share your experience in
participating in policy
development in your country**

► Social dialogue mechanisms

Trade unions engagement

Social dialogue and trade union engagement mechanisms (JAMAICA)

Labour Advisory Council [not robustly]

Tripartite National Employment Policy (NEP) Steering Committee [UPCOMING]

ILO 2- year Just Transition Programme

National Council for Technical and Vocational Education and Training (NCTVET)

Productivity Centre

Climate Change Advisory Board (CCAB)

Minimum Wage Advisory Commission

Other spaces: Council for Persons with Disabilities, National Social Protection Committee and Senior Council

Productivity Centre

- **Tripartite governance:** Operates under the Ministry of Labour with guidance from employers (JEF) and workers (JCTU)
- **Core functions:** It promotes productivity awareness, policy development, audits, and training to strengthen workplace performance and national competitiveness.
- **Link to Just Transition:** With Vision 2030 and the LT-LEDS stressing climate–productivity links, the Centre offers a platform to align productivity and climate action through tripartite collaboration.

► Challenges

For the Just Transition in Challenges

► QUESTION

**We want to hear your
challenges in terms of JT and
Social Partner capacity and
members' cultural resistance**

Challenges to Just Transition in Jamaica

Livelihoods are dependent on external inflows -> vulnerable

Growth and capacity constraints

Lack of institutionalized climate policy and OSH

Dialogue and engagement – more informative than consultative | Less inclusive to Labour

Workforce composition – self-employment and informality

Gender gaps + Youth and Rurality

Social protection needed advancements/coverage, informality levels, vulnerable groups

Productivity decline (multiple measures)

Transition will come – Are there plans?

Skill and education gaps

NDC involvement by other social partners

Challenges – To Unions and their members

Access to policy-makers and fora (moderate to severe)

Anticipating **green skill needs** (moderate to severe)

Availability of **technical support** and expertise (moderate to severe)

Gaps in actionable **information** and best practices (moderate to severe)

Regulatory uncertainty and clarity (Moderate)

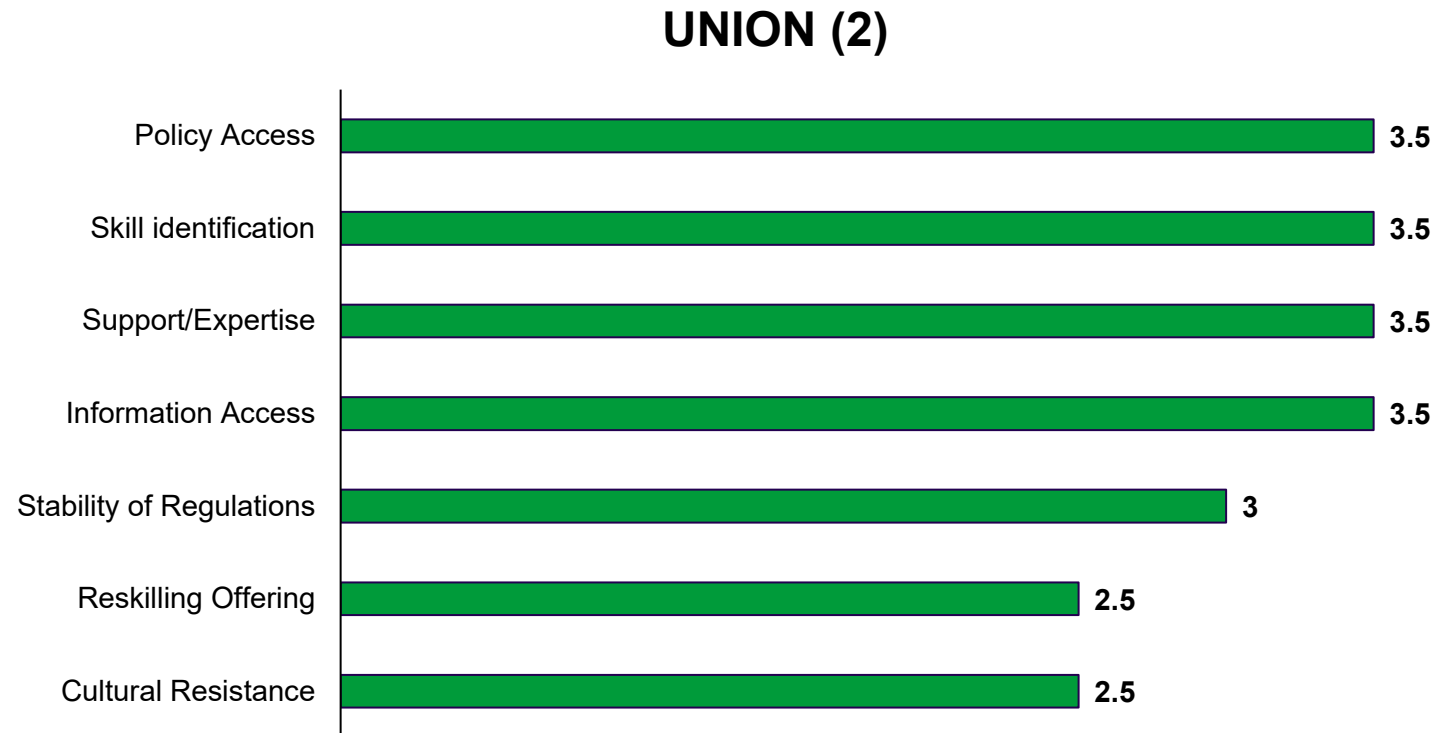
Reskilling offering (low to moderate)

Cultural resistance (low to moderate)

Capacity to take advantage of coming opportunities

Challenges – Survey to Tripartite Partners

Please rate the extent to which each of the following factors acts as an obstacle to transitioning toward a sustainable economy:



Scale: 1 (not an obstacle), 3 (moderate), 5 (very severe obstacle)

► QUESTION

**We want to hear your
challenges in terms of JT and
Social Partner capacity and
members' cultural resistance**

Opportunities

For the Just Transition in Jamaica





Green jobs



Tourism



AFOLU



Renewable
energies



Waste Mgt



Transport

Decoupling efforts from fossil fuel

Job Creation

Young population + HEART/NSTA

Policy coherence + data willingness

**Engagement opportunities + ILO Just Transition
Programme**

Human Employment and Resource Training / National Service Training Agency (HEART/NSTA) Trust

- Workforce development agency + Job Portal
- Trains over **110,000 learners annually** through 28 TVET institutions, offering courses in renewable energy, construction, agriculture, and other climate-relevant fields

Job Creation

- 26,000 new jobs [2050] and USD \$13.9 billion net benefits (not published) (LT-LEDS based)
- ILO/UNDP Green Economic Model Growth: 7,500 new jobs by 2030
 - Investments in green skills training (J\$3 billion), green technologies capital expenditures (J\$12 billion), and transport electrification (J\$14 billion) -> Service-sector, tourism, business, retail
- **AFOLU**, Energy, Transportation (2,000 EV buses by 2040) | Tourism (should)
- Refrigerant centres, waste management facilities, industry (e.g., low carbon cement)

► **Role of Workers' Organizations**

In support of a Just Transition

ILO resolution concerning a just transition (International Labour Conference- 111a meeting, Geneva, 2023) states that employers' and workers' organizations must:

- a) Participate in **social dialogue** in all its forms to ensure the distributions of benefits and promote a just transition and decent at the company, sector and national level;
- b) Develop the **capacity** of its members to analyse the effects and give answers;
- c) Design and introduce its **own initiatives** in favour of the just transition, including initiatives by specific sectors, and contribute to the development of balanced policies;
- d) Contribute, as **interlocutors**, to training activities and the reskilling of professionals;
- e) Elaboration and application plans in favour of a sustainable transition at the company and sector level through **bipartite social dialogue**

NDC Involvement

Unions in Jamaica

- **Social dialogue**
- **Vocational training** (alignment)
- **Capacity building** (work and rising temperatures)
- **Advisory / support services** (Risk audits?)
- **Research activities** (*Surveys)
- **Awareness raising** (Primarily)
- **Collective bargaining**

► QUESTION

Any examples of collective bargaining agreements with climate clauses?

► Mapping Just Transition in NDCs:

An overview



Publication details



Date

27 September 2024

► The role of collective bargaining in promoting just transitions

Authors / Verena Schmidt, Catarina Braga



Date

16 July 2025

Chile:

- A bipartite **Metro Union–management committee** was created to manage automation’s social impacts—focusing on **retraining, gender inclusion, and worker participation** in Santiago’s low-carbon rail transition.

Ghana:

- Agricultural unions negotiated clauses linking **climate action with training and OSH**, promoting **sustainable farming practices**, though **job-loss protections** remain limited.

Germany:

- The coal phase-out agreement guarantees **income security, retraining, and youth employment**, ensuring a **Just Transition with strong worker safeguards**.

► Recommendations

Recommendations

1. Strengthen social dialogue and make Just Transition an explicit agenda item.

Expand Just Transition discussions within existing bodies such as the Labour Advisory Council, Productivity Centre, and Climate Change Advisory Board. Establish thematic working groups on climate, skills, and OSH to integrate labour perspectives in national planning.

2. Enhance occupational safety and health.

Accelerate OSH Act and NEP, and ensure that climate-related hazards—such as heat, storms, and vector-borne diseases—are addressed in workplace regulations and collective agreements.

3. Build capacity and awareness.

Support members in developing expertise on green jobs and accessing social protection, while pursuing collective bargaining that includes climate adaptation. Extend training to labour inspectors and employers to promote safe, climate-resilient workplaces.

4. Close skills and data gaps

Align technical-training curricula with renewable-energy, construction, and tourism needs, and establish systems to track employment development in green jobs.

5. Deepen NDC ownership and labour links

Ensure national commitments explicitly include decent work, social protection, and gender dimensions, with social partners participating in monitoring and evaluation.

► Intervention by Social Partners

- **Shamir Brown** | Civil servant & First Vice-President of **Jamaica Association of Local Government Officers** | **Jamaica Confederation of Trade Unions (JCTU)**
- Jamaica Employers' Organisations present



► **Thank you!**