



International
Labour
Organization



► An ILO dialogue on just transition with indigenous and tribal peoples

Belem, Brazil, 4-5 December 2024
Summary report

Background and objectives

The [Conclusions concerning a just transition towards environmentally sustainable economies and societies for all](#) adopted by the International Labour Conference in 2023 highlighted as a guiding principle for a just transition for all, the need to pay specific attention to indigenous and tribal peoples within the context of promoting gender equality, social inclusion and equity. The conclusions also commit the ILO to engage in dialogue with indigenous and tribal peoples.

The [Outcomes of the 2023 UN Climate Change Conference \(COP28\)](#) reaffirm that “sustainable and just solutions to the climate crisis must be founded on meaningful and effective social dialogue and participation of all stakeholders, including Indigenous Peoples, local communities and governments, women, and youth and children”. The outcome document encourages integrated, multi-sectoral climate adaptation strategies that “may offer economic, social and environmental benefits” by building upon the best available science as well as “Indigenous Peoples’ knowledge and local knowledge systems”. It stresses the importance of global solidarity in undertaking adaptation efforts, which should take into account “worldviews and values of Indigenous Peoples” alongside the best available science.

The Just Transition Dialogue brought together ILO constituents namely, governments and workers’ and employers’ representatives with leaders from indigenous and tribal peoples. It aimed at furthering the following objectives:

- Raising awareness of the concept of just transition as articulated in the ILO [Guidelines for a just transition towards environmentally sustainable economies and societies for all](#) among ILO constituents, indigenous peoples and more generally actors shaping global, regional and national policy making related to environmental issues and climate change
- Enabling indigenous and tribal peoples’ perspectives to be heard and constituents to benefit from them as they advance their efforts towards realizing a just transition
- Highlighting and valuing the role of indigenous and tribal peoples in progressing climate action and achieving sustainable development
- Promoting the Indigenous and Tribal Peoples Convention, 1989 (No. 169) of the ILO as a tool for enhancing rights, participation, dialogue and sustainable development
- Facilitating the search for common understandings and building partnerships

About this report

This report provides a summary of the discussions that took place during the Global Dialogue along with key take aways. The objective of the report is to make available information about the Global Dialogue to ILO constituents, indigenous and tribal peoples and other interested stakeholders and partners, and to facilitate follow-up actions. Annex 1 to the report reproduces the annotated agenda and Annex 2 contains the list of participants.

Day 1: Tuesday, December 4, 2024

Setting the scene

Ana Virginia Moreira Gomes, Regional Director for Latin America and the Caribbean (ILO), emphasized the importance of reflecting on global challenges and discussing inclusive, equitable and sustainable solutions within the institutional framework provided by the ILO. She highlighted the growing concern over climate change, environmental degradation and social inequalities affecting entire communities, especially indigenous and tribal peoples. The transition to environmentally sustainable economies and societies must be just and participatory, ensuring no one is left behind and all peoples benefit from the opportunities arising from this global transformation. She underscored the crucial role of the ILO's Indigenous and Tribal Peoples Convention, 1989 (No. 169), in recognizing the rights of indigenous peoples, promoting consultation and participation, and protecting their territories and ways of life. The conclusions on just transition adopted at the 2023 International Labour Conference emphasized the importance of including indigenous peoples in the transition to green and sustainable economies, ensuring their access to decent work. Moreira Gomes expressed hope that the dialogue initiated would lead to new commitments, alliances, and inclusive solutions, fostering a future where all voices are heard and respected.

Iuri Jenipapo, Coordinator of Governance and Participation, Ministry of Indigenous Peoples, Brazil, highlighted the fundamental role of indigenous peoples in addressing the climate crises and conserving biodiversity. Despite being minimally responsible for climate change, indigenous peoples were among the most affected. Jenipapo emphasized the establishment of the Ministry of Indigenous Peoples aimed at promoting indigenous rights, demarcating indigenous lands, and ensuring their well-being. He stressed the importance of the Memorandum of Understanding between the Ministry and ILO, which aims to promote decent work and social justice for indigenous peoples by implementing Convention No. 169. A just transition required listening to and involving indigenous peoples in decision-making processes.

Puyr Temb , Secretary of State for Indigenous Peoples, State of Par , Brazil, stressed the necessity of genuine participation of indigenous peoples in climate change discussions, particularly in the context of COP30. Temb  highlighted the historical discrimination against indigenous peoples and the need for effective consultations to ensure that their rights are upheld. She pointed out that the transition to sustainable energy must consider the impacts on indigenous territories and ensure that the benefits of clean energy are shared equitably. Temb  called for indigenous peoples to be protagonists in the formulation and execution of public policies, conservation and biodiversity protection.

S lvia Rucks, United Nations Resident Coordinator in Brazil, discussed the severe impacts of climate change on the Amazon, including devastating droughts. She emphasized the need for substantial investments in transitioning to a sustainable economy that is just and inclusive. Rucks highlighted the importance of promoting decent work, social inclusion, and active participation of diverse communities in this transition. She mentioned the UN's initiative on critical minerals for energy transition, which underscores the need for indigenous participation in resource exploitation discussions. She also stressed the symbolic significance of hosting COP30 in the Amazon, the necessity of involving local communities in the debate, the particular vulnerability of indigenous women and girls to climate crises and the need to include them in adaptation and mitigation efforts. Rucks expressed her satisfaction with the ILO convening the Global Dialogue and reiterated the UN's commitment to promoting sustainable development with respect, inclusion, and dignity for all. The ILO was in a privileged position to promote this debate, not only because of its mandate concerning Convention No. 169, but also because of its established experience in building consensus from diverse and often conflicting interests. Critically, the ILO had governments, employers, and workers as constituents, and the ability and experience for dialogue with indigenous and tribal peoples.

Opening panel

Kristian Bengtson of the Embassy of Norway in Brasil emphasized that indigenous peoples' rights were key human rights in Norway. This commitment was reflected both internationally, as part of climate, biodiversity, and development policies, and domestically, with regard to the Sami people. Norway's commitment in this regard was

defined most importantly by the ratification of Convention No. 169 in 1989 and by supporting the UN Declaration on the Rights of Indigenous Peoples. These international commitments had materialized into policy and practice in Norway through the establishment of the Sami parliament in 1989. There was now a legal obligation for all levels of government in Norway to formally consult the Sami parliament on all new legislation or other issues that concern Sami rights and interests directly. These consultations, he stressed, must be undertaken in good faith and with a clear view to reaching consent. Bengtson mentioned that as part of Norway's climate change mitigation efforts, the Norwegian government recently sent a broad proposal for new Nationally Determined Contributions (NDC) for public hearing. The aim was to seek input from all actors and parts of Norwegian society, including the Sami parliament.

Tarcila Rivera Zea, President of the International Indigenous Women Forum (FIMI), focused on the challenges faced by indigenous women to ensure that the transition was truly just. She stressed the need to remember persistent challenges such as racism, discrimination, exclusion, and the differentiated consequences of climate change impacting indigenous women. Rivera Zea referenced COP30 and the ecosystems that affect and span different geographical contexts and countries, such as the Amazon and the Andes, emphasizing the importance of valuing and preserving cultures, traditions, and ancestral knowledge.

She further highlighted the necessity of looking at contexts in detail to ensure that the analyses undertaken to attract climate investments are comprehensive, thus ensuring the effective use of those investments. Rivera Zea advocated for building the capacity of grassroots actors for action based on a full understanding of the different realities of indigenous peoples. She pointed out that natural resources are affected by exogenous factors, such as illegal activities that impact forests, which generate increased vulnerability, particularly for indigenous women. Rivera Zea also called attention to water resources and the fragility of aquifer ecosystems, noting their importance for indigenous communities.

Manuel Terán from the National Federation of Industries in Ecuador, representing the employers' group at the ILO, stated that employers welcomed the inclusion of just transition in climate change discussions, highlighting the critical importance of addressing the socioeconomic impacts of climate action, particularly in relation to job creation. He noted that a just transition goes hand in hand with creating an enabling environment for businesses, with strong institutions and their regulatory frameworks, and consistent private sector participation in policy and regulatory development. Policies must respond to urgent needs based on the contexts, such as job creation, green skills development, fostering social inclusion, and targeting the informal economy to formalize enterprises and turn them into productive and sustainable entities.

The employers also stressed the importance of facilitating and supporting business creation and entrepreneurship by indigenous peoples and communities. While underscoring the need for social dialogue between actors in the world of work to ensure that policies aim at a just transition, he emphasized involving small and medium-sized enterprises in the just transition process so that they were not left out. Education and training frameworks need to be transformed to ensure that businesses have the skills needed for a just transition.

Industrial policies should serve both economic development and broader goals, supporting sustainable production, business transformation, and poverty reduction. In this context, Terán noted that Nationally Determined Contributions (NDCs) must integrate labour market considerations and be backed by concrete just transition measures. Employers' organizations could provide essential technical and policy input to shape coherent strategies that reflect national realities and foster innovation, investment, and employment. He emphasized the need for clear, consistent policies and a strong rule-of-law framework to attract investment and finance. These conditions were key to business formalization and social inclusion. Employers recognized Convention No. 169 as a legally binding instrument essential for advancing a just transition that includes indigenous peoples. Terán concluded by affirming employers' openness to dialogue with all relevant actors and their continued commitment to generating constructive, forward-looking solutions that ensure inclusive and sustainable development.

Miriam Liempe (CTA Argentina) spoke about the privilege of defending workers' rights while also bringing the voices of indigenous peoples and their perspectives. She emphasized that philosophy, cultures, and ways of relating to the Earth were part of full development. She highlighted the importance of intergenerational and intercultural dialogue, particularly among women, without leaving behind the demands of indigenous women.

She stressed the need for the dialogue and participants being responsible for the decisions taken affecting indigenous territories in order to preserve cultures and intergenerational continuity. During this time humanity was in danger due to ways of life which led to climate change. However, indigenous peoples, taking care of the water sources and nature in all its biodiversity, were a part of the solution. Indigenous peoples also were part of the solution when they were holding positions in trade unions as their world views and way of life encouraged thinking of new ways for achieving a just transition and decent work.

The ensuing inter-active dialogue among participants highlighted diverse perspectives on the intersection of indigenous rights, decent work, just transition, and climate action, with a shared emphasis on capacity building, social dialogue, and inclusive policymaking. A recurring theme was the need to raise awareness and build understanding of Convention No. 169 among indigenous and tribal peoples, particularly in remote and rural areas. Participants emphasized the importance of decentralizing knowledge-sharing and strengthening both governmental and indigenous institutions to support rights-based development.

Speakers highlighted successful governance models, such as Norway's Sámi Parliament and Brazil's National Council for Indigenous Policy, showcasing structured indigenous representation and participation. The need for adequate legal frameworks framework for indigenous rights was raised. Several contributors underscored the importance of recognizing the diversity of indigenous peoples—urban and rural, North and South—and fostering unity while respecting distinct experiences and challenges.

Concerns related to environmental degradation, such as deforestation, and its impact on traditional livelihoods, were tied to broader discussions on climate change, just transition, and the necessity of inclusive economic and employment policies. Calls were made for greater integration of indigenous perspectives in Nationally Determined Contributions (NDCs) and climate strategies.

The discussion also addressed the role of the ILO constituents - governments, employers, and workers - in facilitating inclusive dialogue and development. Examples from Canada and Ecuador illustrated ways businesses are engaging with indigenous communities through certification, training, and equitable partnerships. Across interventions, the ILO's role in promoting tripartite social dialogue as well as dialogue with indigenous and tribal peoples, supporting institutional capacity and fostering respect for indigenous rights through Convention No. 169 was emphasized as critical to achieving just and sustainable outcomes.

Exploring international frameworks and processes

This session aimed at providing participants with basic information about international frameworks and processes related to indigenous and tribal peoples, climate change and just transition, with a view to exploring synergies and complementarities.

Moustapha Kamal Gueye, Director, ILO Priority Action Programme on Just Transitions towards Environmentally Sustainable Economies and Societies, presented the ILO Guidelines and Resolution concerning a just transition towards environmentally sustainable economies and societies for all. *Rodrigo Paillalef Monnard*, Member of the UN Permanent Forum on Indigenous Issues (UNPFII), gave an overview on the United Nations framework and processes regarding indigenous peoples. *Walter Gutierrez*, Co-Chair Facilitative Working Group of the Local Communities and Indigenous Peoples Platform, presented on the UNFCCC Local Communities and Indigenous Peoples Platform (LCIPP) and its Facilitative Working Group (FWG). *Hernan Coronado*, Regional Specialist on Indigenous and Tribal Peoples, ILO, introduced participants to the scope and content of the Convention No. 169.

During the ensuing inter-active dialogue, participants discussed the key importance of consultation and participation. A concern was raised about ensuring social protection for indigenous people in employment, especially indigenous women. The high informality among indigenous workers was discussed, stressing the need to address this structural issue through social dialogue and policies promoting transition to formality. The tension between decarbonization efforts and indigenous peoples' rights was pointed out, using the example of windmills on Sámi lands. It was acknowledged that difficult choices exist between rapid decarbonization and a whole-of-society approach, advocating for social consensus. The need for improved negotiation and consensus-building tools to account for indigenous peoples' rights was stressed. The impact of rural to urban migration and the intertwining relation between climate crisis and indigenous rights were also mentioned. Finally, the need for tailored approaches

in vocational education and training, and the challenges in transitioning to formality while respecting indigenous peoples' rights, were emphasized.

Roundtable 1: Indigenous perspectives on climate change and just transition from different regions

Franz Copa, President of the Platform of Indigenous and Peasant Peoples against Climate Change in Bolivia, highlighted the critical impact of climate change and lithium exploitation in the region near the Salar de Uyuni. He emphasized that consultations with indigenous people were often inadequate. The local communities relied on farming and livestock grazing, but lithium exploitation demanded high water usage, leading to water shortages. This shortage threatened their livelihoods, particularly affecting youth and children, and may force migration to secure income-generating activities. He called for a just transition aligned with the concept of *Vivir Bien*.

Easter Kinyua, Finance and Human Resources Administrator at Indigenous Livelihoods Enhancement Partners (ILEPA) in Kenya, discussed the challenges faced by the Masai indigenous communities in Kenya and Tanzania due to climate change. She noted that climate-induced land fragmentation has led to land fencing and divisions, sparking conflict within the community and causing loss of livelihoods, as pastoralism is no longer sustainable. Land was central to the Masai identity, and its fragmentation has resulted in the loss of cultural practices. Kinyua mentioned that the Masai biocultural calendar was no longer in use due to climate change, and renewable energy projects were leading to land loss for the Masai people, who are often unaware of their rights and how to negotiate for compensation.

Beverly Longid, member of the Executive Council of the Asia Indigenous Peoples Pact (AIPP) and National Coordinator of Katribu in the Philippines, discussed the challenges faced by indigenous peoples due to climate change, including biodiversity loss, deforestation, extreme weather conditions, and impacts on livelihoods. She highlighted that the push for renewable energy and resource extraction leads to land loss and rights violations. Longid pointed out that energy transitions often perpetuated exploitation, with indigenous communities still lacking electricity and not able to benefit from progress. Additionally, indigenous people faced reprisals for speaking out against mining, armed conflict, and human rights abuses.

Kerri Nuku, Tribal Peoples expert from the New Zealand Nurses Organisation, explained the Maori worldview's deep connection to the natural world and the principles of guardianship and cultural laws. She emphasized that climate change is interconnected with social development, housing, environmental degradation, education, health, jobs, and poverty. The legacy of colonization and economic vulnerabilities complicated the Maori's role as guardians. Nuku also highlighted the challenges posed by removal of protective measures such as those under the marine and coastal act and other protective measures, and the erosion indigenous peoples' rights more generally.

During the inter-active dialogue, participants emphasized the need for continuous dialogue, capacity building, and inclusive development. They highlighted the importance of recognizing indigenous rights, involving indigenous peoples in decision-making, and ensuring just transitions that respect cultural and environmental values. The discussion also covered the impact of climate change on indigenous women, the importance of traditional knowledge in building resilience, and the need for legal protections and community-based alternatives to large scale energy and mining projects.

Day 2: Wednesday, 5 December 2024

Roundtable 2: Leveraging ILO Convention No.169 as framework for rights, dialogue and governance

Miriam Roquel Chávez, Minister of Labour and Social Welfare of Guatemala, highlighted that 43 per cent of Guatemala's population was indigenous and the long-standing struggle of indigenous peoples for their participation in the public sphere. Indigenous peoples have played a key role in the current administration, with the president showing commitment by establishing a high-level discussion forum that meets monthly, exemplifying effective social dialogue. Following the Peace Accords, Convention No. 169 had been crucial in promoting indigenous rights in Guatemala. Policies had been put in place to protect rights such as consultation and participation, intercultural bilingual education, culturally relevant health services, and the preservation of spirituality. The State has committed to institutional reforms for indigenous peoples, including the creation of the "Defensoría de la Mujer Indígena." The Global Dialogue was essential for bringing together diverse voices.

Lelio Bentes, former member of the ILO Committee of Experts on the Application of Conventions and Recommendations, also emphasized the importance of Convention No. 169 for realizing indigenous peoples' human rights. He highlighted the need for multicultural education, decent work, and social justice, noting that indigenous people were often most affected by natural disasters despite contributing least to climate change. The ILO's supervisory system required the collaboration from social partners. Key themes that had been addressed by the supervisory bodies included the identification of indigenous lands, self-identification, and consultations with indigenous peoples in good faith. Bentes stressed the importance of public institutions with appropriate resources to protect indigenous peoples' rights. He also called for enhancing training on Convention No. 169, while stressing the role indigenous knowledge and wisdom for achieving sustainable development.

Francisco Arellano Rojas from the Ministry of the General Secretariat of the Presidency, Chile, discussed the long-standing conflict between the Chilean State and the Mapuche people, whose lands were drastically reduced from 5 million to 0.5 million hectares due to land grabbing and violence. This situation worsened during the dictatorship with invasive agriculture and hydroelectric projects leading to further land expropriation without dialogue or consultation. Despite the partial recognition of Mapuche rights in the 1990s, reparation prospects remained limited.

Chile had ratified Convention No. 169 in 2008. It currently played an important role in the Government's efforts to address and resolve the conflict. Two interventions were under way: a presidential commission for peace and understanding, and the Plan Buen Vivir, which aimed to create a dialogue channel and bridge between communities and the State, based on indigenous cosmovision and Article 7 of the Convention. The concept of territory for indigenous peoples was rooted in nature and spirituality rather than geography or politics. The Plan Buen Vivir sought to improve the quality of life for Mapuche people through dialogue and understanding, hoping to establish a new social contract. A major challenge in just transition was the energy transition, requiring community involvement in solutions. Supporting indigenous peoples and building permanent dialogue interfaces were crucial for designing a new social contract that includes them as key actors.

Ramon Chanqueo Filumil, Secretary for Indigenous Peoples' Affairs at CUT Chile, emphasized that land rights were a major issue for the Mapuche people in Chile. Despite the presidency's goodwill, the development of solutions has been progressing slowly. Indigenous communities had been able to request land restitution, but there was a disparity between land requests and available lands. It was therefore urgent to move forward. He highlighted the impact of forestry and logging companies on Mapuche lands, replacing native species with non-native ones, leading to water scarcity. Additionally, electricity generation and extractive industries posed significant challenges for the Mapuche people.

Manuel Terán emphasized the importance of consultations with indigenous peoples as a beneficial and continuing process, referring to Chile as a good example of institutionalized dialogue. He stressed that consultation should be based on good faith and aim to reach agreements with indigenous peoples on matters that affect them. Employers' organizations sought to abide by Convention No. 169. He also highlighted the role of indigenous women and the need to extend social protection coverage to promote local economies and establish partnerships. He noted the progress made and the increasing points of consensus, stating that dialogue can lead to necessary agreements.

founded on respect for human rights. He also emphasized that the private sector should not replace the State, which acts as a convenor across stakeholders and monitors compliance with laws and regulations.

During the ensuing inter-active dialogue, *Rodrigo Paillalef* asked about efforts by the private sector to deepen consultation, to ensure that consultation was continuous, and that social dialogue could be sustained over time. *Angela Mark* (Canadian Council for Indigenous Business) inquired about indigenous entrepreneurship, specifically designs created for indigenous people to generate sustainable income opportunities, particularly for indigenous women. She noted that indigenous women in Canada create businesses at a higher rate than non-indigenous women. *Marcelo Zambrana* (FILAC) asked about programs or initiatives in various countries that effectively apply Convention No. 169 for a just transition. *Tarcila Rivera* raised concerns about contradictions between the essence of Convention No. 169 and national legislation, questioning how to address these disconnects and move forward. She emphasized the ILO's role in advising states on the application of Convention No. 169.

During a closing round of interventions by panellists, *Manuel Terán* reaffirmed the commitment of employers to comply with Convention No. 169 and the related laws and regulations, as defined within the context of each country. He noted that many enterprises have dedicated departments specifically tasked with ensuring the effective implementation of the Convention. *Ramón Chanqueo* highlighted the progress made in negotiations leading to new indigenous peoples' policies. However, a disconnect between decision-makers and indigenous representatives remained. He pointed out the challenges faced by indigenous women entrepreneurs in accessing markets and the competition artisanal fishery faces from the salmon industry. *Francisco Arellano Rojas*, stressed the need for a common understanding of indigenous entrepreneurship between the State, society, and indigenous peoples. He mentioned ongoing policies and programs for Mapuche women and the need to diversify and broaden these tools. He also discussed the impact of energy companies on indigenous lands and the importance of institutional frameworks for conflict resolution. *Lélio Bentes* emphasized that good faith in consultation cannot be measured but is essential for genuine dialogue. He noted that often a legislative framework for consultations was still missing, while indigenous' peoples own protocols for consultation could guide and inform the way forward. *Miriam Roquel Chávez* concluded by emphasizing the importance of rights, dialogue, and governance. She stressed the need for continuous dialogue, listening to indigenous voices, and working together to achieve a just transition.

Thematic dialogue 1: Supporting indigenous and tribal peoples' economies, livelihoods and access to decent work

Dorotea Gómez Grijalva from the Ministry of Labour of Guatemala shared about several initiatives aimed at the economic empowerment of indigenous peoples coordinated through inter-institutional efforts. These initiatives included the strengthening health services from a cultural perspective nationwide, collaborative actions with other ministries to consult the Ixil people regarding a hydroelectric project affecting their livelihoods and territory, the prevention and eradication of child labour in agricultural supply chains such as sugar cane, coffee, and broccoli, and establishing municipal windows including in indigenous territories to improve job application processes for indigenous workers, as well as the launching the "Protect Your Dreams" campaign in several Mayan languages and Spanish to help indigenous people understand that the Ministry's employment services are free and support their access to the labour market.

Adrian Lasimbang, Executive Director of the Right Energy Partnership with Indigenous Peoples and indigenous entrepreneur from Malaysia, presented his organization as global program dedicated to facilitating energy access for communities, particularly indigenous ones, while building capacities and advocating for sustainability throughout the renewable energy supply chain. Indigenous peoples were often left behind in the energy transition due to the remoteness of their geographic locations and exclusion from decision-making processes. As a social entrepreneur he focussed on developing off-grid and mini-grid systems, utilizing solar and hybrid technologies to ensure resilience against climate change. In Malaysia, the Centre for Renewable Energy and Appropriate Technologies (CREATE) had been established to further these efforts. Collaboration with learning centers is crucial to ensure indigenous communities become self-sufficient and can operate technology independently, without relying on volatile external funding sources. There was a potential to promote such approaches to other parts of the world.

Brenda Lynne Harwood, Manager of Corporate Human Resources at Federally Regulated Employers - Transportation and Communications/Chorus Aviation, Canada, stated that indigenous workers faced barriers to accessing decent work, primarily due to the skills gap. In Canada, historical factors like the legacy of residential schools and limited access to quality education have contributed to lower educational attainment in some communities. The aviation industry had implemented strategies to address these barriers, including partnerships with Indigenous Skills and Employment Training Organizations (ISETOs) for comprehensive training, bursaries and scholarships for indigenous students, especially women in aviation, and the Indigenous Flight College, which had been graduating indigenous commercial pilots since 1989. Cultural barriers also existed, as many workplaces were not inclusive or sensitive to indigenous cultures, traditions, and languages, leading to feelings of alienation and hindering career progression. Additionally, hiring processes may not always consider indigenous realities. By addressing both the skills gap and cultural barriers, the aviation industry aimed to create a more inclusive environment for indigenous workers, ensuring equal opportunities for career advancement.

During the ensuing inter-active dialogue among participants, *Angela Mark* stated that the aviation industry was crucial for reaching remote communities and delivering supplies. Climate change is shortening the availability of ice roads, which can be used as an excuse to displace indigenous people for extraction and mineral industries. *Larissa Martins* from the Ministry of Indigenous Peoples, Brazil, said that training for indigenous people should integrate their vision and approaches to avoid limiting them to a narrow range of jobs. The example of indigenous workers in aviation was very relevant for Brazil, particularly for the Amazon, where planes were often the only way of transportation. *Kristian Bengtson* noted that education and access to higher education for indigenous people are essential, stressing the need for affirmative action to counteract structural and historical discrimination. *Matheus Haakuria*, Trade Union Congress, Namibia, stressed that meaningful consultation and addressing the skills gap are critical to breaking the cycle of precarious employment. Informality and lack of social protection for indigenous workers in the informal economy are major issues. *Leonardo Ferreira De Souza Santos*, Ministry of Foreign Affairs, Brazil, noted that a just transition was multidimensional, requiring a deep understanding of socioeconomic, energy, and agricultural aspects affecting indigenous peoples' lives. Integrated frameworks are needed to address education, social protection, and informal economy challenges.

Nadia Gómez (FSC Indigenous Foundation) observed that there often was a disconnect between the autonomy and self-determination of indigenous peoples and the actual practices of states and organizations, which tend to impose Western visions. *Beverly Longid* remarked that the Global Dialogue was important to learn about the work of governments and public agencies for indigenous peoples. In the world of work, indigenous people faced gender-based discrimination and disparities in income, as well as the skills gaps. She called for a push towards ratification and use of Convention No. 169.

Ramón Chanqueo agreed that precarious employment and informality was a concern for indigenous workers. Kerri Nuku called for inclusion of persons with disabilities and recognition of indigenous skills and knowledge. Indigenous people should lead solutions that suit them best. *Gabriel Cuatín Cuesta* (Red de Jóvenes Indígenas de América Latina y el Caribe) said that preparing current and future generations for higher education was crucial. Illegal mining has significant impacts on migratory processes. *Easter Kinyua* shared examples of targeted measures benefiting indigenous groups in Kenya and agreed that there was a disparity in access to higher quality jobs due to skills gaps among indigenous workers.

Thematic dialogue 2: Strengthening of public institutions and mechanisms for consultation and participation

Larissa Martins (Ministry of Indigenous Peoples, Brazil) explained the role of the Ministry of Indigenous Peoples as the institutional body responsible for executing Brazil's indigenous peoples policy. The Ministry represented and served the interests of indigenous peoples across Brazil. The Federal Constitution, through Articles 231 and 232, provided the foundation for several legal provisions related to land guarantees, health rights, and education rights for indigenous peoples. However, a significant challenge remained in the implementation of these constitutional rights. Currently, there were 48 protocols for indigenous consultation, primarily concentrated in the Amazon region. The Ministry aims to develop 20 additional consultation protocols by 2025, expanding their scope to other regions in Brazil.

Leonard Uutsi from the Office of the Ombudsman, Namibia, explained the operations of his Office which served as an independent body dedicated to addressing the needs of marginalized indigenous communities. Namibia was home to indigenous peoples in two key regions: the Ovachimba, nomadic communities in the western part of the country, and the Ovatusa, located in the northern area near the border with Angola. The Office of the Ombudsman operated with its own budget and focuses on providing essential services to these communities. Its initiatives included livelihood empowerment projects, securing land rights, ensuring fair administration, protecting natural resources, and conducting independent and impartial investigations to resolve complaints. These efforts were crucial in supporting the rights and improving the living conditions of indigenous peoples in Namibia.

Gabriel Cuatín Cuesta explained that in Colombia, the Permanent Roundtable for Concertation served as a space for institutionalized dialogue with the country's indigenous peoples. His Network contributed to connecting indigenous peoples' institutions with state-led institution. There was a need to interculturalize institutions to increase sensitivity for the needs and interests of indigenous peoples. An intergenerational perspective was primordial, ensuring that youth are involved in the dialogue processes and in the development of public policies. Quantitative data needs to be developed, updated and integrated with qualitative data, as the latter are also very important.

Tarcila Rivera emphasized the importance of focusing on youth, women, and the fact that indigenous peoples were affected by economic disparities. When discussing just transition, it is crucial to consider how intergenerational dynamics work, involving grandparents, parents, and the new generation. Women want to be part of climate action, as climate change affects agricultural production, impacting food security and various community processes. Scarce food production can lead to the migration of men and youth to urban centers, increasing time poverty and unpaid care work for indigenous women. Therefore, discussions on just transition must start by analysing the realities and challenges faced by indigenous women. Rivera called the ILO to support states in safeguarding the rights of all groups. She stressed the need for evidence-based data and information to address current and future challenges that indigenous people are likely to confront.

During the ensuing inter-active dialogue, *Luis Haroldo Pacheco*, Viceminister for Sustainable Development, Guatemala, pointed out that indigenous peoples require more capacity building opportunities to better engage in public policies. *Carlos Chex*, Ministry of Foreign Affairs, Guatemala, stressed that work should be stepped up to promote Convention No 169 in respect to countries which have not yet ratified it. The format of the Global Dialogue had proven itself to be successful. *Ramón Chanqueo* stressed that mechanisms for consultation needed to be strengthened and refined. *Marcelo Zambrana* called for strengthening of institutions and training of civil servants who participate in negotiations, allowing them to gain a stronger understanding of indigenous peoples' territories and how intergenerational processes shape indigenous communities. *Sonny Mathula* (Federation of Free Workers, Philippines) requested for additional examples on key improvements achieved by countries that have ratified C169.

Guy Gedila Kuku (Confédération Démocratique du Travail, Democratic Republic of the Congo) drew attention to the ongoing and new conflicts in the world, many of which were due to exploitation of rare earth minerals. This had a significant impact on indigenous peoples. Governments needed tools to assess available protection measures for indigenous peoples. Institutionalized mechanisms are paramount to allow for dialogue, consultation and participation. *Manuel Terán* reiterated the willingness and openness of employers' organizations to an ongoing dialogue.

Key take aways

The ILO's Regional Director for Latin America and the Caribbean, Anna Viginia Moreira Gomes, delivered closing remarks identifying key take aways that emerged throughout the Global Dialogue. She noted that the Global Dialogue had been invaluable, allowing participants to share experiences and visions, and to build a common understanding of the steps needed to move towards sustainable, inclusive, and just economies and societies for indigenous peoples and for all. It had been an essential platform for strengthening collaboration between governments, employers, workers and indigenous peoples. She emphasized the quality of the dialogue, and the need for it to continue.

A fundamental point addressed during the Global Dialogue had been the **transition to formality within a just transition**. This involved not only economic and environmental transformation but also a commitment to the dignity and well-being of people, especially indigenous peoples. It is vital that this process includes clear measures to formalize employment, ensuring that indigenous workers can access the same labour rights, social security, and opportunities as others. Formalization is crucial for guaranteeing equal opportunities and better living and working conditions.

The discussions had highlighted the importance of ensuring **access to education and training** for indigenous peoples. Interculturally sensitive education and training are key tools to empower indigenous communities and enable their participation in a just transition. We must ensure access to education and training programs that enable them to acquire skills necessary for sustainable sectors such as the green economy, technology, and innovation.

It was also essential to support **indigenous and tribal peoples' initiatives and entrepreneurship**. The Global Dialogue enable the sharing of inspiring examples of indigenous communities initiating sustainable projects in their territories. These local initiatives need encouragement and support through resources and institutional backing so that indigenous peoples can continue to be key actors in economic and social development.

Another central issue that emerged from the Global Dialogue was the need for **consultation and participation of indigenous peoples** in the development of public policies. Advancing the active and continuous participation of indigenous peoples at all levels of decision-making is essential for a just transition that respects their rights. Build appropriate legislative and institutional frameworks, and supporting indigenous peoples in strengthening their representative institutions was crucial.

Capacity building on Convention No. 169 is crucial and needs scaling up. Such capacity building should be extended to indigenous peoples, ILO constituents, and more generally to economic and political actor and social organizations. Ratification and effective implementation of Convention No. 169 were essential steps for promoting the rights of indigenous peoples. More efforts are needed to support countries in ratifying this Convention and to ensure that its implementation is full and effective at all levels.

Finally, **combating racism and discrimination** against indigenous and tribal peoples must be a priority in all transition processes. Structural racism and exclusion remain significant obstacles to the well-being and progress of indigenous communities. All social actors must commit to eradicating these barriers and promoting an environment of inclusion and dignity for indigenous peoples. We must continue to highlight the role of indigenous women and their contributions to development.

She concluded pointing out that this was the beginning of a long and challenging road, but it was also full of hope. Continuing dialogue and cooperation were crucial for ensuring that the just transition becomes a reality for all and that indigenous peoples can be key players in building a fairer, more equitable, and sustainable future.

Annex 1. Annotated Agenda

Day 1: Wednesday 4 December 2024	
09.00 – 09.10	Cultural Opening
09.10 – 09.40	Welcome remarks - Ana Virginia Moreira, Regional Director for Latin America and the Caribbean, ILO - Iuri Jenipapo, Governance and Participation Coordinator, SEGATI, Ministry of State for Indigenous Peoples - Puyr Tembé, Secretary of State for Indigenous Peoples, Government of Pará - Sylvia Rucks, United Nations Resident Coordinator in Brazil
09.40 – 10.45	Opening panel Moderator: Vinicius Pinheiro, Director, ILO Brazil <u>Speakers:</u> - Kristian Bengtson, Programme Officer-Indigenous Peoples, Embassy of Norway, Brasilia - Tarcila Rivera Zea, President, International Indigenous Women Forum (FIMI) - Manuel Terán, Asesor Externo, Federación Nacional de Cámaras de Industrias del Ecuador - Miriam Liempe, Secretaria de Relación con los Pueblos Originarios, Central de Trabajadores de la Argentina Autónoma, Argentina <u>Objectives:</u> The opening panel at setting the stage for the two-day dialogue. The panellists are invited to provide higher-level perspectives on the major issues and question that arise – from their specific entry points - in connection with the sustainable and inclusive development, just transition, indigenous peoples, and access to decent work for all.
10.45 – 11.15	Break
11.15 – 12.30	Opening panel continued: Introductions and interactive dialogue
12.30 – 12.45	Group photo
12.45 – 14.00	Lunch

14.00 – 15.30 International frameworks and processes

Moderator: Linda Deelen, Programme Manager, ITCILO

The ILO Guidelines and Resolution concerning a just transition towards environmentally sustainable economies and societies for all

Moustapha Kamal Gueye, Director, Priority Action Programme on Just Transitions towards Environmentally Sustainable Economies and Societies, ILO

United Nations framework and processes regarding indigenous peoples

Rodrigo Paillalef Monnard, Member, UN Permanent Forum on Indigenous Issues (UNPFII)

The UNFCCC Local Communities and Indigenous Peoples Platform (LCIPP) and its Facilitative Working Group (FWG)

Walter Gutierrez, Co-Chair Facilitative Working Group of the Local Communities and Indigenous Peoples Platform

The ILO Indigenous and Tribal Peoples Convention, 1989 (No. 169)

Hernan Coronado, Regional Specialist on Indigenous and Tribal Peoples, ILO

Objectives:

This session aims at providing participants with basic information about relevant international frameworks and processes. The objective is to enable participants to learn about and become familiar with these frameworks and processes, and explore synergies and complementarities.

15.30 – 16.00 Break

16.00 – 17.30	Roundtable: Indigenous perspectives on climate change and just transition from different regions Moderator: Chidi King, Chief, Gender, Equality, Diversity and Inclusion Branch, ILO <u>Speakers:</u> • Franz Copa, Presidente de la Plataforma de Pueblos indígenas Originarios campesinos contra el cambio climático, Bolivia • Easter Kinyua, Finance and Human Resources Administrator, Indigenous Livelihoods Enhancement Partners (ILEPA), Kenya • Beverly Longid, Katribu National Coordinator and member of the Executive Council of the Asia Indigenous Peoples Pact, Philippines • Kerri Nuku, Tribal Peoples expert, New Zealand Nurses Organisation, New Zealand <u>Objectives:</u> This roundtable is designed to hear from indigenous participants about their perspectives regard to climate change and just transition as they specifically emerge in their countries and regions. Panellist are invited to share about challenges and opportunities related to the impacts of climate change and the need for ensuring a just transition for all, including specific examples of how indigenous peoples tackle climate change and contribute to just transition for all. <u>Questions for panellists:</u> 1. In your country and region, what are the challenges related to climate change and just transition confronting indigenous and tribal peoples? 2. How do indigenous and tribal peoples cope with impacts of climate change, and how can their knowledge, activities and practices contribute to effective climate action and securing a just transition for all?
17:30	Welcome cocktail

Day 2: Thursday 5 December 2024**09.00 – 10.30 Roundtable: Leveraging ILO Convention No.169 as framework for rights, dialogue and governance**

Moderator: Martin Oelz, Senior Specialist on Equality and Non-discrimination, ILO

Speakers:

- Miriam Roquel Chávez, Minister of Labour and Social Welfare of Guatemala
- Lelio Bentes, Former member of the ILO Committee of Experts on the Application of Conventions and Recommendations
- Francisco Arellano Rojas, Encargado Nacional del Plan Buen Vivir, Ministerio Secretaría General de la Presidencia, Chile
- Employers
- Workers

Objectives:

1. To explore ILO Indigenous and Tribal Peoples Convention, 1989 (No.169) as an integrated framework for rights, dialogue and governance, including in the context of just transition, while appreciating current implementation gaps.
2. To promote reflection on how the Convention and its effective application can contribute to inclusive and sustainable development for all.
3. To highlight and share concrete examples of national laws, policies, institutions, policies programmes and practices that have translated the spirit and objectives of the Convention into practice.
4. To reflect on how the ILO, its constituents, indigenous and tribal peoples, and other partners could step up efforts and partner for promoting Convention No. 169 and its effective application.

10.30 – 11.00 Break

11.00 – 13.00 **Thematic dialogue 1: Supporting indigenous and tribal peoples' economies, livelihoods and access to decent work**

Setting the scene: Valentina Beghini, Legal Specialist on Equality and Non-discrimination, ILO

Objectives

1. To identify barriers and opportunities indigenous and tribal peoples face in accessing decent work, enjoying sustainable and inclusive livelihoods, and in establishing and growing sustainable enterprises across diverse regions.
2. To explore the role that indigenous and tribal peoples' cultures and knowledge play in shaping and building resilient and sustainable economies, and which strategies and policies could leverage it.
3. To shed light on the role of the ILO and its tripartite constituents in strengthening indigenous and tribal peoples access to employment and decent work, and in identifying actionable steps for fostering alliances, partnerships, and collaborative efforts.

Guiding questions

The dialogue is designed to foster listening and learning through the sharing of ideas and perspectives from as many participants as possible in an informal, open, and safe environment.

- What are the barriers that indigenous and tribal peoples face in accessing decent work (including wage employment, as independent worker or as entrepreneurs and employers), including social protection and the full enjoying of fundamental principles and rights at work? What are the challenges confronting indigenous and tribal peoples in establishing and growing sustainable enterprises? How do such barriers specifically affect indigenous and tribal women? What is needed and what strategies could be implemented to address and overcome such barriers?
- What role do indigenous and tribal peoples' knowledge and practices play in shaping sustainable economic development contributing to just transition? How can this knowledge be leveraged? What kind of support do indigenous and tribal peoples need for developing their local economies, individually and collectively?
- What role can the ILO and its tripartite constituents, play, including through social dialogue, in strengthening indigenous and tribal peoples access to employment and decent work? What are the areas and actors for building and strengthening collaborative partnerships?

13.00 – 14.00 **Lunch**

14.00 – 16.00	Thematic dialogue 2: Strengthening of public institutions and mechanisms for consultation and participation
	Setting the scene: Hernan Coronado, Regional Specialist on Indigenous and Tribal Peoples, ILO
	<u>Objectives:</u>
	• To explore the status of public institutions and mechanisms at the country level responsible for and ensuring indigenous peoples' consultation and participation. • To understand the gaps and weaknesses of such institutions and mechanism, and the root causes for their weakness or absence • To reflect on strategies, initiatives and partnerships to overcome the status quo
	<u>Guiding questions:</u>
	The dialogue is designed to foster listening and learning through the sharing of ideas and perspectives from as many participants as possible in an informal, open, and safe environment.
	• What are the underlying causes for the current widespread absence of mechanisms, procedures and public institutions for consultation with and participation of indigenous and tribal peoples, and how could they be addressed? • What are the experiences and lessons learned from countries that have established, in one way or another, such mechanism and procedures and public institutions? What are the lessons learnt regarding participation from the process related to Nationally Determined Contributions (NDC)? • What support do indigenous and tribal peoples need to strengthen their own representative institutions? • What role can the ILO and its tripartite constituents play in strengthening mechanisms, procedures and institutions for consultation and participation of indigenous and tribal peoples, including of indigenous women?
16.00 – 16.15	Health Break
16.15 – 17.00	Closing session

Annex 2. List of Participants

	Family Name	Given name	Position	Organization	Country
1	Arellano Rojas	Francisco Javier	Encargado Nacional del Plan Buen Vivir	Ministerio Secretaría General de la Presidencia	Chile
2	Avendaño	Justino	Alternate President of the Legal Committee	Confederación de Empresarios Privados de Bolivia	Bolivia (Plurinational State of)
3	Aviz Copa	Franz Marin	Presidente	Plataforma de Pueblos Indígenas Originarios de Lucha contra el Cambio Climático	Bolivia (Plurinational State of)
4	Barretto Ghione	Hugo Omar	Asesor jurídico	Confederación Sindical de Trabajadores y Trabajadoras de las Américas	Uruguay
5	Bemba-Gombo	Olofio Cynthia Valerie	Climate negotiator, Deputy UNFCC focal point	Ministry of Environment & and Sustainable Development	Congo, Democratic Republic of
6	Bengtson	Kristian Mattias	Programme Officer, Indigenous Peoples Programme	Norwegian Embassy	Brazil
7	Chanqueo Filumil	Ramon Enrique	Consejero Nacional de la CUT Chile – Secretario Nacional De Asuntos Indígenas y Originarios	Central Unitaria de Trabajadores de Chile	Chile
8	Chex	Carlos	Subdirector Derechos de los Pueblos Indígenas	Ministerio de Relaciones Exteriores de Guatemala	Guatemala

9	Conde Choque	Kantuta Diana	Co Presidenta	Caucus Global de Jóvenes Indígenas	Bolivia (Plurinational State of)
10	Cuatín Cuesta	Emilker Gabriel	Coordinador	Red de Jóvenes Indígenas de América Latina y el Caribe	Colombia
11	Ferreira De Souza Santos	Leonardo Augusto	Assessor do Departamento de Clima	Departamento de Clima do Ministério das Relações Exteriores do Brasil	Brazil
12	Gomez	Nadia Celia	Asesora y Representante	Fundación Indígena FSC. PIPC FSC. Comunidad Warpe del territorio del Kuyum	Argentina
13	Gómez Grijalva	Dorotea Antonia	Directora	Ministerio de Trabajo y Previsión Social	Guatemala
14	Gutierrez Mena	Walter	Co-Presidente del Grupo de Trabajo Facilitador (GTF)	Grupo de Trabajo Facilitador de la Plataforma de Comunidades Locales y Pueblos Indígenas (LCIPP)	Bolivia (Plurinational State of)
15	Haakuria	Matheus	Deputy Secretary General	Trade Union Congress of Namibia	Namibia
16	Harwood	Brenda Lynne	Manager Corporate Human Resources	Federally Regulated Employers - Transportation and Communications/Chorus Aviation	Canada
17	Jenipapo	Iuri	Coordenador de Governança e Participação - SEGATI/MPI	Ministerio de Estado dos Povos Indígenas	Brazil

18	Kadubicki Praca	Alexandre	Deputy Director	International Trade Union Confederation out) Geneva Office	Switzerland
19	Kakololo	Josefina Ndapewoshali	Chief Conservation Scientist	Ministry of Environment, Forestry and Tourism	Namibia
20	Kinyua	Easter Kathambi	Finance and Human Resource Administrator	Indigenous Livelihoods Enhancement Partners	Kenya
21	Kuku	Guy Gedila	Président et Coordonnateur National de l'intersyndicale Nationale du Congo	Confédération Démocratique du Travail	Congo, Democratic Republic of
22	Lasimbang	Adrian	Executive Director	Right Energy Partnership with Indigenous Peoples	Malaysia
23	Liempe	Miriam	Secretaria de Pueblos Originarios	Central de Trabajadores de la Argentina Autónoma	Argentina
24	Limachi Mamani	Osvaldo Policarpio	Director de Mitigación	Autoridad Plurinacional de la Madre Tierra	Bolivia (Plurinational State of)
25	Longid	Beverly	Executive Council Member - AIPP	Asia Indigenous Peoples Pact	Philippines
26	Mamani Machaca	Erwin Freddy	Coordinador de Asuntos Indígenas	Organización del Tratado de Cooperación Amazónica	Brazil
27	Marinkovic	Robert	Adviser for Climate Change and Just Transition	International Organisation of Employers (IOE)	Switzerland
28	Mark	Angela Mary	Director of Research	Canadian Council for Indigenous Business	Canada
29	Martins	Larissa	Coordenadora-Geral de Gabinete	Ministerio de Estado dos Povos Indígenas	Brazil

30	Matula	Jose Sonny	National President	Federation of Free Workers	Philippines
31	Mawé	Samela Sateré	Activist and Coordinator	Articulação dos Povos Indígenas do Brasil e Articulação Nacional das Mulheres Indígenas Guerreiras da Ancestralidade	Brazil
32	Moya	Jose Roland	Director-General	Employers Confederation of the Philippines	Philippines
33	Munthe	Henrik Hartvig	Assistant director, attorney at law	NHO (Confederation of Norwegian Enterprise)	Norway
34	Nuku	Kerri Donna	Tribal Peoples expert	New Zealand Nurses Organisation	New Zealand
35	Pacheco	Luis Haroldo	Viceministro de Desarrollo Sostenible	Ministerio de Energía y Minas	Guatemala
36	Paillalef Monnard	Rodrigo Eduardo	Experto independiente de Naciones Unidas en asuntos indígenas	United Nation Permanent Forum on Indigenous Issues	Chile
37	Pantoja Pereira	José Francisco De Jesus	Diretor de Meio Ambiente e Sustentabilidade	União Geral dos Trabalhadores	Brazil
38	Rayamajhi	Narayan	Section Officer	Ministry of Forests and Environment	Nepal
39	Rivera Zea	Tarcila	Presidenta Ejecutiva	Centre for Indigenous Cultures of Peru, Continental Network of Indigenous Women of the Americas, International Indigenous Women's Forum	Peru
40	Rolim Carneiro	Pablo	Gerente de Assuntos Trabalhistas	Confederação Nacional da Indústria	Brazil
41	Roquel Chávez	Miriam Catarina	Ministra de Trabajo y Previsión Social	Ministerio de Trabajo u Previsión Social	Guatemala
42	Tembé	Puyr	Secretaria de Estado dos Povos Indígenas	Secretaria de Estado dos Povos Indígenas	Brazil

43	Terán Moscoso	Manuel María	Asesor Externo	Federación Nacional de Cámaras de Industrias del Ecuador	Ecuador
44	Uehara Alves	Jandyra Massue	Secretária Nacional de Políticas Sociais e Direitos Humanos	Central Única dos Trabalhadores	Brazil
45	Uutsi	Leonard Nangolo Tukondjeni	Complaints Investigator	Office of the Ombudsman Republic of Namibia	Namibia
46	Yelwa	Jennifer Na'Anzem	Research and Economic Analyst	Nigeria Employers' Consultative Association	Nigeria
47	Zambrana Torrelío	Juan Marcelo	Co-coordinador de Asuntos Multilaterales y Coordinador del Instituto Iberoamericano de Lenguas Indígenas (IIALI)	Fondo para el Desarrollo de los Pueblos Indígenas de América Latina y el Caribe	Bolivia (Plurinational State of)