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► Guidance paper on climate change and just transition in the Pacific:

The role of trade unions



► **Guidance paper on climate change and just transition in the Pacific:**

The role of trade unions

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This paper was drafted with support by ILO's Bureau for Workers' Activities (ACTRAV) and the New Zealand Government-funded Pacific Climate Change, Migration and Human Security (PCCHMS) Phase II Program. At the ILO's regional workshop on climate change and trade union actions held in Nadi, Fiji on 17–19 June 2025, the participants representing the Pacific Islands Council of Trade Unions (PICTU) and its affiliates reaffirmed their shared commitment to proactively undertake climate action to safeguard workers' rights and resilience amid escalating climate impacts, a just transition and labour mobility challenges across the Pacific.



Foreword

The aggregating climate crisis is reshaping the world of work in profound ways. Workers, especially those in vulnerable sectors and regions like the Pacific, face impacts such as job losses, unsafe working conditions, displacement and growing inequality. Addressing these challenges requires not only environmental action but a strong commitment to decent work and social justice. This guidance paper highlights how workers' organizations in the Pacific can actively shape climate responses to ensure that they are fair, inclusive and grounded in the principles of decent work.

The ILO's *Guidelines for a Just Transition* (2015) provide a comprehensive framework for aligning environmental sustainability with economic development and social equity. The guidelines emphasize the importance of social dialogue, rights at work, occupational safety and health, social protection and skills development where trade unions have both expertise and responsibility.

The Pacific region brings a unique perspective to the global climate discourse. Despite contributing minimally to global greenhouse gas emissions, Pacific Island countries are on the frontlines of climate change. Their experience underscores the importance of resilience, solidarity and fairness in shaping responses to this global crisis. It also reinforces the need for stronger international cooperation and support. The Pacific requires urgent action on these priorities in such sectors as agriculture, fisheries and tourism that are most likely to face severe climate impacts. At the same time, new opportunities are emerging in renewable energy and the green economy, which also require strong, informed and proactive trade union engagement.

Trade unions play a central role in this process. As representatives of workers, they are key actors in advancing social dialogue, advocating for rights and ensuring that climate policies translate into decent work opportunities. Their engagement is critical in shaping policies that protect livelihoods, promote skills development and strengthen social protection systems. This publication offers trade unions strategies for advocacy, capacity-building, social dialogue, engagement in Nationally Determined Contributions (NDCs) and alliance building. It reflects the outcomes of regional dialogue and collaboration, and it contributes to strengthening the capacity of workers' organizations to actively participate in climate governance and just transition processes.

The ILO (Bureau for Workers' Activities and CO-Suva) is committed to supporting trade unions, particularly in vulnerable regions such as the Pacific, to ensure that workers' voices are heard in national, regional and global initiatives. This guidance paper is expected to contribute to trade union efforts, especially in preparing for the pre-COP31 for the Pacific. The ILO remains committed to supporting Pacific Island countries and their social partners in advancing a human-centred approach to climate action. By integrating decent work into climate strategies, we can build resilient economies, empower communities and secure a sustainable future for all.

Together, through solidarity and social dialogue, we can build a brighter future of work that is not only environmentally sustainable but also socially just and inclusive.



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► Introduction

Climate change is no longer solely an environmental concern; it has evolved into a multifaceted issue of critical global significance. Climate change is altering socio-economic structures by intensifying inequality, disrupting livelihoods and straining public and private resources. These challenges are reshaping social dynamics, weakening economic resilience and affecting the overall standard of living.

Pacific Island countries are particularly susceptible to climate change due to their disaster-prone geography and high dependency on natural resources. The livelihoods of Pacific Island communities are largely dependent on sectors such as agriculture, fisheries and tourism, which are climate-sensitive. Rising sea levels are threatening coastal settlements in the Pacific, eroding arable land and contaminating fresh water sources, and thereby undermining food and water security. These issues have been further exacerbated by growing periods of drought and flooding, as well as more sudden disasters such as earthquakes and cyclones. The increasing frequency and intensity of these disasters are damaging infrastructures, disrupting education and healthcare services and spurring job losses, resulting in significant economic costs. Extreme heat is making working conditions more difficult, impacting workers' occupational safety and health as well as their productivity. Traditional livelihoods are becoming less viable, forcing shifts in economic activity. These shifts are inducing labour mobility, both through internal rural-to-urban migration and through cross-border international migration.

While the preceding challenges are causing contractions in some economic sectors, climate change is also simultaneously driving growth in others, particularly those focused on renewable energy and the green and circular economy. Both the shrinking and expanding of industries are generating huge shifts in labour demand throughout the Pacific.

► Global initiatives for a just transition

To ensure the shift to a low-carbon and sustainable economy that is fair, inclusive and equitable for workers, communities and industries, a just transition is the inevitable direction. In 2015, the ILO adopted the *Guidelines for a Just Transition towards Environmentally Sustainable Economies and Societies for All*, which provide a comprehensive framework to ensure that the shift to a green economy is fair, inclusive and leaves no one behind.¹ These Guidelines are a tool to support a just transition that addresses the direct and indirect impacts of climate change and environmental degradation on enterprises, workers and the labour market. The ILO Guidelines refer to a global definition of just transition and take a human-centred approach to the future, which is very much needed, considering the urgency of addressing climate challenges. A just transition also emphasizes the integration of decent work, social justice and environmental sustainability in policymaking and implementation. The nine components of the ILO Guidelines are:

1. macroeconomic and growth policies;
2. industrial and sectoral policies;
3. enterprise policies;
4. skills development;
5. occupational safety and health;
6. social protection;
7. active labour market policies;
8. rights; and
9. social dialogue and tripartism.

Each policy component addresses a crucial aspect of social and economic resilience during climate and economic shifts. These components are essential because they provide comprehensive and balanced policy and action frameworks.

Governments, employers' organizations and workers' organizations are key actors in ensuring that a transition is fair and just for all workers, employers and societies. In July 2022, Pacific Island Forum (PIF) leaders adopted the 2050 Strategy for the Blue Pacific Continent,² which focuses on strengthening regional cooperation and integration, environment protection and ensuring the well-being of Pacific peoples. In April 2024, representatives of governments, employers and workers,³ United Nations (UN) agencies, civil society organizations, and international development organizations gathered in Fiji to share priorities needed for quality and inclusive employment growth across the Pacific region in the joint ILO–PIF Pacific Tripartite High-level Dialogue on Decent Work and 2050 Strategy for the Blue Pacific Continent.⁴ The high-level dialogue demonstrated how interrelated

¹ ILO, *Guidelines for a Just Transition towards Environmentally Sustainable Economies and Societies for All*, 2015.

² Pacific Island Forum, *2050 Strategy for the Blue Pacific Continent*, 2022.

³ Including the Pacific Islands Council of Trade Unions (PICTU).

⁴ ILO, "Press Release on Decent Work towards 2050: joint ILO–PIC Pacific Tripartite High-Level Dialogue Opens", 23 April 2024.

stakeholders can work together by sharing insights, experiences and best practices relating to labour rights, social protection and employment opportunities within the context of climate change.

The Conference of the Parties (COP) is the supreme decision-making body of the United Nations Framework Convention on Climate Change (UNFCCC). COP is organized annually to negotiate global climate goals and coordinate international climate actions, including limiting global warming, reducing greenhouse gas emissions, providing support for adaptation and resilience, and mobilizing climate finance, among others. COP27 (2022) recognized the need for increased financial support to Pacific Island countries to address climate change impacts on livelihoods. COP30, held in Belém, Brazil, in November 2025, adopted the Belém Political Package, which included a commitment to triple global adaptation finance by 2035 to help vulnerable nations manage climate impacts. It also established the Belém Action Mechanism for a Global Just Transition, aiming at supporting workers during the green transition. COP31 is scheduled in Antalya, Türkiye, in November 2026, with a pre-COP being held in the Pacific, which offers a unique opportunity to consolidate and deliver the voice of small island developing States (SIDS) at the conference.

Pacific Island countries are also integrating Sustainable Development Goal 13 on climate action into their national policies, development plans and climate strategies to tackle the region's severe vulnerability. Most Pacific Island countries have adopted Nationally Determined Contributions (NDCs) under the Paris Agreement and countries such as Fiji, Vanuatu and Samoa have also adopted National Adaptation Plans and Climate Change Acts to integrate climate consideration into national development. These countries have made efforts to include civil society organizations, women's groups, youth, indigenous communities and trade unions in climate policy consultations. This integration reflects a strong commitment to both global goals and local resilience-building.

► Pacific Islands' climate vulnerability and initiatives to address it

Despite contributing less than 0.03 per cent of global greenhouse gas emissions,⁵ Pacific Island countries are particularly susceptible to climate change. The livelihoods of a large share of the population in Pacific Island countries are dependent on climate-vulnerable sectors, such as agriculture, where changing rainfall patterns and soil salinization are reducing crop yields, while coral bleaching and declining fish stocks are threatening livelihoods in fisheries. Additionally, damage to infrastructure and natural attractions from increasingly frequent cyclones and flooding has been affecting the region's tourism industry.

Rising sea levels are threatening habitable land and freshwater sources, forcing communities to abandon traditional livelihoods. For example, taro, breadfruit and yam are staples in countries like Tuvalu, Kiribati and Fiji, but many farmers are abandoning cultivation, as these crops are becoming increasingly difficult to sustain. In the Solomon Islands, coastal erosion and coral bleaching are damaging marine ecosystems, reducing fish stocks that many rely on for income and sustenance, as well as damaging sites of natural beauty that lie at the heart of the tourism trade. Changes to Pacific ecosystems are also reducing the availability of traditional crafting resources. For example, the growing scarcity of natural materials like pandanus and shells in countries like Samoa and Tonga is making it increasingly challenging for traditional artisans to craft their products. This is jeopardizing the livelihoods of the women and older persons who constitute the majority of workers in the handicrafts sector. In addition, Pacific Island countries like Kiribati and the Marshall Islands have seen construction and infrastructure development projects being halted or abandoned due to extreme weather events.

Tonga, Kiribati, several parts of Fiji, Vanuatu and Solomon Islands have been increasingly experiencing droughts due to disruptions in rainfall patterns. This is directly impacting the lives of communities due to a growing scarcity of fresh drinking water, while also disrupting livelihoods dependent on agriculture and fishing. Tuvalu serves as a particularly notable case in this regard, as it has been experiencing serious drought conditions since May 2025. With approximately 40 per cent of employment provided by fishing and agriculture and an already high youth unemployment rate (20.6 per cent), the drought has further limited employment opportunities in rural Tuvalu. This, in turn, has accelerated rural-to-urban migration, increasing competition for already limited jobs in urban areas.

Pacific Islands countries are also often struck by sudden natural disasters, some of which are becoming increasingly frequent and powerful. In April 2020, Cyclone Harold wreaked terribly devastation in the Solomon Islands, Vanuatu, Fiji and Tonga, damaging or destroying thousands of homes and displacing tens of thousands of people, in addition to flattening crops and damaging schools and vital infrastructure.⁶ Coming in the midst of the COVID-19 pandemic, the cyclone also served as an additional massive blow to the region's already struggling tourism sector. The Pacific region is also prone to natural disasters that are wholly independent of the climate, such as earthquakes and volcanic activity, making it that much more important to limit the impact of climate change-related disasters and to promote disaster preparedness initiatives.

⁵ Taylor Weik, "The Pacific Climate Warriors: Youth Activists on Rising Seas, Hope, and Organizing", *Teen Vogue*, 30 May 2023.

⁶ Australia, DFAT, "Tropical Cyclone Harold".

Faced with such challenges, Pacific Island countries have been increasingly engaging in both national and regional efforts to address climate vulnerability. For example, Fiji has been actively implementing the Framework for Resilient Development for the Pacific (FRDP), a regional strategy endorsed by the Pacific Island Forum (PIF) to integrate climate change adaptation and disaster risk management into national development planning. Fiji has been incorporating FRDP principles into its National Adaptation Plans, ensuring that climate resilience is embedded across multiple sectors. Social dialogue has featured as a strong component of this initiative, with regular stakeholder engagement working to promote inclusive participation. Through integrated policies, robust monitoring systems and regional collaborations, Fiji serves as a potential model for climate resilience in the Pacific region.

The PIF has a history of facilitating regional cooperation on disaster preparedness, as well as mobilizing support in times of crisis. The PIF Secretariat collaborates with various organizations around the region to strengthen such initiatives. For example, the partnership between the Connecting Business Initiative (CBI) and the PIF aims to enhance private sector engagement in disaster risk management, which can contribute to more resilient employment opportunities post-disaster. The PIF has also partnered with the South Pacific Tourism Organization (SPTO) to spearhead regional tourism recovery. This initiative provides a voice for Pacific tourism interests, enabling better visibility and influence in international forums. However, it has faced budget constraints due to dependence on contributions from donors and members, as well as challenges related to the limited infrastructure in some countries.

In addition, several regional frameworks on climate change and migration highlight the unique human rights challenges associated with climate mobility, including the 2050 Strategy for the Blue Pacific Continent. As noted above, climate-induced challenges to livelihoods in the Pacific, particularly in rural areas, has led to increasing migration, both internally through rural-to-urban movements and internationally to Australia and New Zealand, where Pacific Islanders seek employment opportunities. These rising levels of climate mobility come with associated risks, including the risk of increases in trafficking, especially of women and children, and of brain drain.⁷

One means of addressing these climate-induced movements in a controlled fashion that relieves unemployment pressure without permanently losing working-age individuals to overseas migration is temporary labour mobility schemes. These schemes can provide regular and regulated labour mobility opportunities of a limited duration that offer a chance for Pacific Islanders to expand their personal earnings while supporting the development of their home communities and countries through the sending of remittances. Because employment within the scheme is time-limited, it also means that migrant workers will ultimately return to their country, hopefully in a position to use their earnings and newly developed skills to further support economic development at home. At present, the two main seasonal labour mobility schemes in the region are the Pacific Australian Labour Mobility (PALM) scheme and New Zealand's Recognised Seasonal Employer (RSE) scheme, which provide temporary employment opportunities for Pacific Islanders in areas such as agriculture, healthcare and tourism.⁸

However, temporary labour mobility schemes come with their own challenges, including the potential exploitation of participants, a risk that is amplified by scheme participants being dependent on their employers and often working in remote rural areas as farm labourers. In addition, rising temperatures due to global warming will likely make working conditions in agriculture, horticulture and viticulture in Australia and New Zealand challenging and potentially dangerous.⁹

The climate-related challenges being faced by many traditional economic sectors in Pacific Island countries are numerous and daunting, but there are new sectors emerging due to the transition towards green energy. Several Pacific Island countries have set targets for renewable energy adoption, with Fiji, Vanuatu and the Solomon Islands aiming for 100 per cent renewable energy by 2030. With the support of development partners, Vanuatu

7 IOM and ILO, "Pacific Climate Change Migration and Human Security", Climate Change and Labour Mobility in Pacific Island Countries Policy Brief, June 2022.

8 IOM and ILO, "Pacific Climate Change Migration and Human Security".

9 IOM and ILO, "Pacific Climate Change Migration and Human Security".

has improved clean water access by installing solar-powered pumps across 36 rural communities. Different countries' commitments and these kinds of initiatives are creating employment opportunities in solar power system installation, maintenance and energy system management. However, finding employment in these new emerging sectors is not all that easy, as Pacific Islanders' dependency on traditional employment means that most lack the technical skills needed to shift to these new jobs. This suggests an urgent need for enhanced upskilling and reskilling pathways for Pacific workers, as traditional jobs are currently vanishing faster than new green jobs are being created, resulting in temporary or long-term unemployment.

Even so, Pacific Island countries are taking steps to promote a just transition. A just transition in the Pacific is defined not only by the shift away from fossil fuels, but also by the inclusion of social justice, indigenous knowledge, intergenerational equity and sovereignty. It emphasizes climate justice, ensuring that those least responsible for the climate crisis are not left behind in the solution.¹⁰

10 Taylor Weik, "The Pacific Climate Warriors: Youth Activists on Rising Seas, Hope, and Organizing", *Teen Vogue*, 30 May 2023.

► Role of trade unions in climate actions

Trade unions should play an active role in the formation, mapping and implementation of sustainable development policies and promote participation in social dialogue. The International Trade Union Confederation (ITUC) in 2020 commissioned a global poll wherein 69 per cent of the respondent trade unions said they were worried about climate change; 63 per cent thought their government should do more to promote a just transition to a zero-carbon future; and 63 per cent believed working people have too little influence in decisions around climate change.¹¹

As the key representatives of workers, trade unions can play a crucial role in climate action, ensuring the transition is fair, inclusive and socially just. They can help in shaping climate policies that can protect livelihoods, communities and businesses. To ensure their influence across various sectors and to support workers effectively, trade unions need to be in a position to help shape policies and oversee the implementation of plans that seek to enhance workers' well-being.

To this end, trade unions need to influence the design and implementation of Nationally Determined Contributions (NDCs), through which Pacific governments commit themselves to reducing greenhouse gas emissions and present detailed plans to the UNFCCC. The formulation of NDCs offers a key entry point for advancing a just transition and addressing both the employment and social dimensions of climate action. Though NDCs are crucial elements for ensuring a just transition in any country, only 15 per cent of countries in Asia and the Pacific have NDCs with explicit references to a just transition. In addition, while 73 per cent of countries in Asia and the Pacific make specific reference to employment in their NDCs, only 15 per cent have references to "decent work", despite this being a vital element of any just transition, as well as a fundamental right of all workers.¹²

To increase the use of just transition language in NDCs, trade unions should start by looking at their country's NDC for any references to employment and decent work and assess the adequacy of these commitments. This can be the starting point for devising and then advocating for adjustments and improvements to ensure that a just transition is embedded in NDCs. To assist in this process, trade unions can consult case studies developed by the ILO about other countries' NDCs to gain a clearer understanding. Trade unions can also work to improve their internal capacity by developing skill sets in green employment diagnostics, skill anticipation analysis, and social protection and climate change diagnostics, which allow for the collecting of data that can be used to support the adding of just transition targets to NDCs.

For the Pacific region, the annual Conference of the Parties (COP) also represents a vital global platform to advocate for survival, justice and climate finance. Pacific Island trade unions can use COP31 as an opportunity for advocacy and visibility to highlight workers' vulnerability to climate change. Trade unions can also share their indigenous knowledge and resilience strategies at COP, push for climate finance, build coalitions and amplify calls for a just transition and organized climate mobility.

COP27 in 2022, which recognized the need for increased financial support to Pacific Island countries for climate change mitigation, also emphasized the importance of social dialogue between governments, employers and workers to address issues like climate change and economic development. Within such dialogue, trade unions

¹¹ ITUC, *International Trade Union Confederation 2020 Global Poll*, 2020.

¹² ILO, *Mapping Just Transition in NDCs: An Overview*, 2025.

can systematically play a role in supporting workers employed in climate-vulnerable sectors by advocating for their rights and by ensuring that climate policies are implemented in a manner that protects these rights and promotes decent work. Trade unions can take action around COP policies and priorities and facilitate social dialogue by ensuring that the voices of workers are heard in policymaking processes and by promoting collaboration between stakeholders.

As noted above, climate change is driving mobility – including labour mobility – across the Pacific, including through participation in temporary labour mobility schemes in Australia and New Zealand. Labour mobility offers particular challenges around ensuring workers’ well-being, and these issues offer potential areas for cross-border cooperation between trade unions in the Pacific and trade unions in Australia and New Zealand in order to better protect the rights and safety of Pacific Islanders engaged in temporary labour mobility schemes. Public Service International-Oceania has previously expressed its position on this matter in relation to Pacific healthcare workers and nurses working in Australia, recommending that a workforce strategy be developed through social dialogue between trade unions in Australia and trade unions in Pacific Island countries to guarantee decent work for workers and to support the development of quality public services in sending countries.¹³

¹³ Public Services International, “Submission on the Draft National Strategy for the Care and Support Economy”, 2023.

► Recommendations

Trade unions in the Pacific play a central role in ensuring that climate action delivers social justice, decent work and inclusive development. Through proactive planning, structured social dialogue, strategic partnerships and active engagement in national and regional climate processes, trade unions can shape a just transition that protects workers, strengthens labour markets and promotes climate resilience across the region. To safeguard workers' well-being amid climate change and economic transition, trade unions in the Pacific should adopt focused, action-oriented strategies. The following recommendations are structured as references for the clarity and implementation of their climate actions.

1. Strategic planning and anticipation

- Monitor policy, regulatory and investment trends affecting key sectors, such as agriculture, fisheries, tourism, infrastructure.
- Analyse labour market data, supply chain developments and technological change, including digitalization.
- Identify vulnerable sectors and occupations and develop sector-specific just transition plans.
- Negotiate advance agreements with employers and governments to ensure:
 - access to social protection and income security;
 - skills upgrading and reskilling programmes; and
 - unemployment protection and re-employment pathways.
- Advocate for expanded social protection systems to cover climate-affected workers.
- Promote occupational safety and health (OSH) measures, including:
 - heat stress prevention;
 - disaster preparedness; and
 - adequate protective equipment and rest periods.

2. Advocacy, awareness and climate literacy

- Secure executive board endorsement to integrate climate change into trade union mandates and strategies.
- Conduct worker and community awareness campaigns on:
 - climate impacts on jobs and livelihoods; and
 - emerging green and circular economy opportunities.
- Integrate climate change and a just transition into trade union education and leadership training.
- Develop country-specific training materials reflecting national vulnerabilities.
- Establish youth committees within national trade unions and regional bodies such as the Pacific Islands Council of Trade Unions to mobilize young workers for climate action.

- Support migrant and seasonal workers, including those engaged under labour mobility schemes, by:
 - ensuring fair recruitment and decent working conditions; and
 - facilitating reintegration and skills recognition.
- Partner with teachers' unions and education stakeholders to:
 - promote climate literacy in schools; and
 - encourage technical and vocational pathways aligned with green jobs.

3. Institutional capacity-building

- Develop or update internal policies and constitutional provisions on climate action.
- Form dedicated climate or just transition committees within trade union structures.
- Build research and policy analysis capacity.
- Strengthen governance, transparency and accountability systems.
- Train union leaders in climate policy engagement and social dialogue.

4. Partnership and alliance building

- Form alliances with environmental NGOs, indigenous organizations, women's groups and community movements.
- Participate in multi-stakeholder platforms on climate resilience and sustainable development.
- Advocate for public and private investment in climate-resilient infrastructure and sustainable industries.
- Engage as stakeholders or observers in climate finance mechanisms, including:
 - Green Climate Fund;
 - Climate Investment Funds; and
 - national climate finance coordination bodies.
- Advocate for allocation of climate finance to:
 - worker protection and reskilling;
 - enterprise-level adaptation; and
 - welfare funds for displaced workers.

5. Engagement in Nationally Determined Contributions (NDCs)

- Review existing NDCs to identify entry points for labour and just transition measures.
- Develop a shortlist of trade union priorities aligned with the ILO Guidelines for a Just Transition (2015).
- Initiate structured dialogue with relevant ministries and national climate authorities.
- Advocate for inclusion of:
 - employment impact assessments;
 - social protection measures;
 - skills development strategies; and
 - social dialogue mechanisms within NDC implementation frameworks.
- Collaborate with the ILO and other partners for technical support and evidence-based advocacy.

6. Participate in social dialogue and tripartism

- Advocate for formal trade union representation in:
 - national climate committees; and
 - environmental and resilience planning bodies.
- Integrate climate change as a standing agenda item in tripartite forums.
- Promote green social dialogue addressing:
 - technological change and digitalization;
 - skills development;
 - workplace adaptation; and
 - occupational safety and health.
- Utilize key ILO instruments, including:
 - The ILO Guidelines for a Just Transition towards Environmentally Sustainable Economies and Societies for All (2015);
 - Relevant international labour standards, specifically those relevant to freedom of association and right to collective bargaining, OSH, social protection, skills development, non-discrimination and employment policy; and
 - The Resolution concerning a just transition adopted by 111th session of the International Labour Conference.

7. Skills development and lifelong learning

- Promote continuous learning and upskilling among members.
- Support access to technical and vocational education aligned with green sectors.
- Encourage digital skills development, particularly for:
 - women;
 - youth; and
 - persons with disabilities.
- Advocate for publicly funded training programmes targeting workers in climate-vulnerable sectors.
- Negotiate enterprise-level training plans linked to technological and environmental transitions.

8. Resource mobilization and technical support

- Advocate for formal inclusion of trade unions in national climate policy design, implementation and monitoring mechanisms.
- Seek technical assistance from the ILO and other UN agencies to strengthen just transition strategies.
- Develop joint initiatives with employers to implement workplace-level adaptation and transition measures.
- Strengthen regional and international trade union networks for coordinated climate advocacy and knowledge exchange.
- Access development partner funding to pilot just transition initiatives and worker protection programmes.
- Utilize guidance developed by the ILO Bureau for Workers' Activities (ACTRAV), including the publication *Trade Unions Action towards Climate Change and a Just Transition*, to:
 - develop trade union-led climate and just transition strategies;
 - strengthen leadership on climate action;
 - promote effective social dialogue in climate policy processes; and
 - advocate for worker participation in national climate governance frameworks.

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**PACIFIC CLIMATE CHANGE MIGRATION AND HUMAN
SECURITY (PCCMHS) PROGRAMME PHASE II**

