

INTERNATIONAL TRAINING CENTRE OF THE ILO

PROGRAMME FOR WORKERS' ACTIVITIES

WORKSHOP DESCRIPTION

A3 –52099

**Trade Union Training on Climate Change Policies, Green Jobs
& Decent Work**

(Asia-Pacific- English)

(30 Nov – 04 Dec 2009, Bangkok)

1. THE PROGRAMME FOR WORKERS' ACTIVITIES OF THE INTERNATIONAL TRAINING CENTRE OF THE ILO (ACTRAV-TURIN)

The Programme for Workers' Activities of the International Training Centre of the ILO (ACTRAV/Turin) is an integral part of the Bureau for Workers' Activities based at the ILO Geneva. It has the specific task of assisting trade unions in strengthening their capacities for training and representing the interests of their members through education and training programmes conducted at the Turin Centre, in the field and through distance/online education. For more information on the ACTRAV Turin Programme please see section 11.

2. BACKGROUND OF THE TRAINING WORKSHOP

This training workshop, "A3-52099: *Trade Union Training on Climate Change Policies, Green Jobs & Decent Work*", is designed to enhance the understanding of trade unions on climate change policies and its linkages with ILO standards and policies for promoting Decent Work. The training is expected to contribute towards unions' technical and organizational capacities for effective social dialogue for policy development and initiatives for decent work in 'green economy' and to promote greening & decent work in existing jobs.

The world of work has been, for sometime now, confronted with a number of challenges – human, environmental and social. Workers are facing rising prices, falling incomes, disappearing jobs, food insecurity, water scarcity, malnutrition, inadequate health services, ever shrinking freedom of association and little or no social protection in many parts of the world. Against this background, we now have the global financial & economic crisis (a consequence of greed, de-regulation and blind faith in the wisdom of free markets) and a serious threat to planet posed by the global warming and other climate change effects.

For developing countries, the impacts of global warming are likely to be even more severe and could threaten their development prospects. In view of limited financial and technological abilities of developing countries, changing economic and ecological environment poses great risks to workers and other poor communities in these countries, including the vast majority of women. Unions are concerned that 'free markets & open competition' are not going to solve the problems and cooperation and assistance to developing countries is essential if the aim is to reverse global warming.

In industrial work, the threats to environment and sustainable development come not only from unsustainable production and consumption behaviour but also from certain business practices that seek to increase the flexibility in the area of production and employment. Unions in many countries have been urging a relook at practices concerning employment and production so as to ensure decent work and sustainable development.

Trade unions recognize that 'business as usual' approach cannot continue if countries have to move towards sustainable development. Moreover, as membership based organizations, they cannot ignore the fact that the measures to deal with climate change and reduce green house gases will affect workers livelihoods, employments and incomes. Addressing environmental concerns, including climate change, will involve bringing about a series of transformations in production (and consumption) patterns. While this process can create new opportunities for sustainable development, much of this transformation will also cause disappearance of jobs in energy intensive and polluting industries, both in developed and developing nations. Unions have therefore been stressing that employment transition measures are crucial for social and economic viability of climate change policies.

Governments are currently involved in discussions to come up with a new agreement and a shared vision for long term cooperative actions for less energy consuming and more sustainable patterns of production and consumption. Within this paradigm promotion of green jobs is an important component. Green Jobs are also being recognized as an element of the response to the current global economic crisis. ILO is of the view that for 'green jobs' to make a major contribution to clean economic growth, development and poverty reduction, it is essential that these are decent jobs from social (including gender) perspective; It is in this context that the ILO's Decent Work strategy (that takes into account people's aspirations for decent jobs, better opportunities, voice & representation), and tripartite social dialogue become relevant as a strategy for addressing the challenges posed by climate change and in developing policy responses at national level.

Actrav is of the view that since the climate changes will affect workers, it is important that workers are not only made aware of but are also involved in the process of managing this change towards green economy. To ensure effective workers participation in this process there must be freedom of association. Respect for freedom of association and right to collective bargaining are as much a part of the solution for a low-carbon world as is the technology. The green jobs promotion strategies also need to pay attention to 'training & skills' needs of workers, including of the women workers (who not only bear disproportionate burden of adverse changes but also tend to get excluded due to design and implementation process of policy responses).

This training programme will therefore address the following needs:

- Raise awareness among workers representatives on climate change, adaptation & mitigation policies and their impact on future of work,
- Develop understanding on the linkages between environment policies and labour standards so as to promote not only green jobs but decent work for workers in a green economy,
- Promote union capacities for engaging in social dialogue at national and company level to contribute to policy making and initiatives to deal with climate change issues, including in the DWCPs for green jobs initiatives.

3. LONG TERM OBJECTIVES

This workshop is aimed at capacity building of trade unions in the area of climate change policies, green jobs and decent work. It will contribute to:

- Developing understanding of climate change challenges and related mitigation & adaptation issues and their consequences for employment and development;
- Strengthening trade union capacities to contribute towards policy making and initiatives for green and decent jobs at national/regional/international tripartite and bipartite discussions, collective bargaining and decision-making processes;
- An effective advocacy network among the national trade unions which facilitates information and experience sharing among leaders and officers who are directly involved in policy-making processes to promote green and decent jobs.

4. IMMEDIATE OBJECTIVES

Upon completion of the workshop, the participants will be able to:

- Understand the environment protection challenges facing the countries, including the dangers posed by climate change to economic development, workers employment, working conditions and livelihoods;
- Demonstrate understanding of links between environment protection policies, work place conditions and relevance of fundamental labour standards in a green jobs strategy;
- Review and identify main issues being faced by the workers and trade unions as a consequence of climate change, responses to climate change & other environment hazards;
- Understand adaptation and mitigation concepts in response to climate change and evolve union role in the formulation and implementation of these policies;
- Acquire understanding of the Decent Work approach, DWCPs and its relevance for developing responses to deal with climate change issues, including green jobs strategies;
- Suggest policies for mainstreaming gender issues in responses to climate change policies and actions;
- Develop a follow up work plan for implementation at the national, local and/or regional level that is aimed at contributing to the technical and/or institutional development within trade unions in the area of workers education, policy development and actions for promotion of decent jobs in a green economy;

5. WORKSHOP STRUCTURE AND CONTENT

The workshop will be comprised of the following sections:

a) Country Situation Review

In their country reports, the participants will be expected to produce report, not longer than 3 pages, containing bullet points on the following:

- What are the main environmental, social and economic problems in the country? What causes these problems? Who is affected?
- What actions are being undertaken or could be undertaken? Does the country have any green jobs programme?
- Are trade unions involved in environment policy discussions with the government? Is environment policy a tripartite issue?
- Have unions been involved in discussion and preparation of ILO's Decent Work Country Programmes (DWCPs)?
- Do trade unions have a policy on climate change, environment protection and jobs? Has the union taken any initiative (through workers education or collective bargaining or through field action programme) to promote environment protection? Green jobs? Any link of this work with ILO standards or national labour standards?
- State of the trade unions – extent of unionisation, number of national centres, main challenges facing trade union movement.

These reports will form the basis of country review group discussions.

b) Globalization policies, sustainable development and workers agenda

This session will focus on analyzing the process and policies of globalization, changes in the world of work, consequences for sustainable development, policies and initiatives of ILO and international labour movement for promoting decent work and sustainable development.

c) Understanding Climate Change and currently proposed responses

These session(s) will focus on building understanding of union representatives on climate change, its impact on development, employment and working conditions and current discussions relating to adaptation, mitigation, technology transfer and funding. Within this context, presentation will also be made on the inter-governmental discussions under the UNFCCC process for the new agreement on climate change.

d) Policy options for adapting to Climate Change effects

This session will discuss in detail current policies and initiatives being taken for adaptation and mitigation in different countries with a view to build capacities of the unions to make informed contributions at national level to environment policies. Discussions will also focus on role of trade unions at the national level social dialogue and at the collective bargaining level at the workplace.

e) Environment protection, working conditions, & labour standards

In the context of industry, the threats to environment come also from certain business and human resource management practices. This session will discuss management practices concerning labour, employment and production and link the relevance of fundamental labour standards (such as FoA and collective bargaining) to environment protection, greening of existing jobs as well as of polluting industrial processes so as to ensure decent work and sustainable development.

f) ILO's Decent Work Approach, DWCPs and Green jobs

This session will focus on building understanding of the participants the concept of Decent Work, its relevance to greening of jobs, Decent Work Country Programmes and role of trade unions in promoting green jobs initiatives under DWCPs.

g) Developing follow up work plans

Participants will work in groups to prepare follow up project/work plan proposals aimed at contributing to the technical and/or institutional development within trade unions in the area of workers education, policy development and actions for promotion of decent jobs in a green economy;

h) Evaluation

Workshop activities will be reviewed with an end-of-workshop evaluation with a view to help improve of future ACTRAV training programmes. There will also be a post-workshop evaluation which will be conducted one year after the completion of the workshop. Post-workshop evaluation questionnaires will be sent to participants (by mail and internet), in order to evaluate the progress made with regard to the follow up work plans.

6. PARTICIPANTS

The nominating organisation is requested to nominate two candidates, at least one of who should be a woman. The following criteria should be kept in mind while making nominations: Participants must be:

- Union representatives, with writing skills, who the union wishes to make a focal point for environment and sustainable development issues who would also be responsible for responding to surveys & information requests, writing representations on behalf of the national centre;
- Trade Union educators/researchers/staff responsible for organizing training programmes in the field of health, safety and environment protection, labour standards and collective bargaining rights;

- Applicants should preferably be 45 years or under.

The nominating organisation is strongly urged to place a special emphasis on the nomination of women candidates who may have the subject area as part of their responsibilities or will have in the future.

It is important that organizations, when nominating the candidates, ensure that the selected nominees have the qualifications and aptitude to transfer their knowledge and experiences for the benefit of the whole union.

From the two nominated participants only ONE participant will be invited ACTRAV, keeping in view the workshop objectives.

7. WORKSHOP PREREQUISITES

Country report : Each participant will be required to prepare beforehand and bring with them a country report. The report preferably typed on A4 sheets and no longer than 3 pages, should include:

- What are the main environmental, social and economic problems in the country? What causes these problems? Who is affected?
- What actions are being undertaken or could be undertaken? Does the country have any green jobs programme?
- Are trade unions involved in environment policy discussions with the government? Is environment policy a tripartite issue?
- Have unions been involved in discussion and preparation of ILO's Decent Work Country Programmes (DWCPs)?
- Do trade unions have a policy on climate change, environment protection and jobs? Has the union taken any initiative (through workers education or collective bargaining or through field action programme) to promote environment protection? Green jobs? Any link of this work with ILO standards or national labour standards?
- State of the trade unions – extent of unionisation, number of national centres, main challenges facing trade union movement.

The report should be sent by e-mail to the following address:

Actrav_turin@itcilo.org or by fax (+39-011-693-6589)

Documents

The participants should bring along with them any documents, poster or report that shows union policy concerning environmental issues, or on climate change, etc.

8. METHODOLOGY

The learning methods used in the workshop will acknowledge the participants' level of competence and experience, taking into account that they already have practical experience in the field of trade union work and workers rights. An active learning methodology will be employed through the workshop, which will encourage the participants to fully involve themselves in all aspects of the training.

9. LANGUAGE

The workshop will be conducted in English. Important criteria for the selection of workshop participants will be their language skills. **Participants are expected to fully involve**

themselves in discussions and other activities and so they must be reasonably fluent in English.

10. DURATION AND STARTING DATE

The workshop duration is for 1 week and is scheduled from 30 Nov – 04 Dec 2009.

11. BACKGROUND OF THE PROGRAMME FOR WORKERS' ACTIVITIES (ACTRAV – Turin)

Training is one of the major functions of trade unions. Training their members and officials is essential to strengthening the organization and improving their functions. Because of the involvement of trade unions in an increasing number of social and economic issues in recent years, it has become even more vital for unions to continue and expand their training activities for both their leaders and members.

The Bureau for Workers' Activities aims at strengthening representative, independent and democratic trade union in all countries. It does this to enable them to play their role effectively in protecting workers' rights and interests and in providing effective services to their members at national and international levels.

Through the delivery of advanced training workshops, the production of training material for residential and online education, advisory services and specific projects, the Programme for Workers' Activities of the International Training Centre of the ILO is designed to respond to the changing training needs of workers' organizations. The structure and the content of the Programme are aimed at responding to the main challenges imposed by globalization on the international labour movement.

The Programme's activities are organized within five categories of training activities and services:

- The first consists of specialized residential training workshops at the ILO Turin Centre which are conducted using active learning methods. Curricula are developed in line with the four ILO strategic objectives, equality and gender relations, training methodology for residential/on-line education and custom-made workshops for the Global Union Federations (GUFs). The ILO's major strategic objectives are: 1) Standards and Fundamental Principles and Rights at Work. 2) Employment 3) Social Protection and 4) Social Dialogue.
- A second category of activities includes follow-up seminars and training activities developed jointly with ACTRAV staff in the regions. In particular follow-up seminars are carried out in order to assess the contribution of the Programme for Workers' Activities in achieving its development objectives in the area of training and also provide advanced training.
- A third category involves the development of online education for workers' organizations.
- A fourth category is related to the training of ACTRAV staff.
- A fifth category concerns the delivery of services, mainly in the area of training assistance to labour organizations

In the past few years the design and delivery of training workshops by ACTRAV-Turin have been conducted with a systematic and multi-disciplinary approach to gender mainstreaming, which is strongly endorsed by the Programme.

More information on the Programme for Workers' Activities of the International Training Centre of the ILO (ACTRAV Turin) is available at the following Internet address:

www.itcilo.org/actrav