

► Record of Proceedings

7B

International Labour Conference – 111th Session, Geneva, 2023

Date: 31 July 2023

Report of the General Discussion Committee on a Just Transition

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Introduction

1. At its 344th Session (March 2022), the Governing Body placed an item on the agenda of the 111th Session (2023) of the International Labour Conference on “a just transition, including consideration of industrial policies and technology, towards environmentally sustainable economies and societies for all”, for general discussion.
2. The Committee elected its Officers as follows:

Chairperson: Mr Kizito Ballans (Government member, Ghana) at its first sitting

Vice-Chairpersons: Ms Jacqueline Mugo (Employer member, Kenya)
Ms Toni Moore (Worker member, Barbados)

Reporter: Mr Colin E. Jordan M.P (Government member, Barbados)

3. The Committee appointed a Drafting Group composed of eight Government members, eight Employer members and eight Worker members.

Government members: Ms M. Nicodemus (Namibia), Mr E. I. Diallo (Senegal), Ms L. Feng (China), Ms A. Durbin (Australia), Mr M. Costela (Chile), Mr A. Lee (United States of America), Mr J. Jarefors (Sweden), Ms A. Coenen (Belgium)

Employer members: Ms J. Mugo (Kenya), Mr H. Khambule (South Africa), Mr T. Mackall (United States), Ms C. Castro (Argentina), Mr J. J. Diaz Mirón (Mexico), Ms A. Vauchez (France), Ms I. De Bisschop (Belgium), Mr J. S. Wilkhu (India)

Worker members: Ms T. Moore (Barbados), Mr G. Grondin (Canada), Mr J. Hall (Sweden), Ms S. Mistry (United States), Ms I. Michel (Belgium), Ms L. van Kelle (Netherlands), Ms L. Mulaisi (South Africa), Ms K. Nuku (New Zealand)

4. The Committee held 12 sittings.
5. The Committee had before it Report VI entitled *Achieving a just transition towards environmentally sustainable economies and societies for all* (“Report VI”) prepared by the International Labour Office.

Opening statements

6. The Chairperson said That the outcomes of the Committee would not only cement the place of tripartism at the leadership of just transition but would also have far broader implications. The discussion came at a timely moment, coinciding with discussions in other fora, including deliberations taking place under the United Nations Framework Convention on Climate Change (UNFCCC), also focusing on a just transition work programme. Equally, the United Nations Climate Change Conference (COP28), scheduled for later in 2023, would further address a just transition work programme. The common aim of this general discussion was to provide further guidance on just transition, through tripartite discussion, to create a world that worked for people, planet, and prosperity.

7. Ghana had witnessed first-hand the impacts of climate and environmental change. Similar challenges were being faced by countries of the Climate Vulnerable Forum, chaired by Ghana over 2023 and 2024. While striving for combating climate change and embracing clean energy, the task of ensuring a fair and equitable transition for the workforce and enterprises, including in the informal economy, was critical. The ILO *Guidelines for a just transition towards environmentally sustainable economies and societies for all* (Guidelines for a just transition) had served as a valuable resource for shaping Ghana's green jobs strategies and just transition plans. Neighbouring countries in the region, together with the ILO, were also building the knowledge base and capacity needed for evidence-based policymaking and the creation of green jobs.
8. The representative of the Secretary-General (Assistant Director-General for External and Corporate Relations), recalled that the 102nd Session (2013) of the International Labour Conference had already held a general discussion on sustainable development, decent work and green jobs, but that in the intervening decade, the impacts of climate and environmental change on the world of work had become clearer, undermining progress on poverty reduction and sustainable development, at a time when accelerated action for realizing the Sustainable Development Goals (SDGs) was most needed. Shifting towards environmentally sustainable economies presented remarkable opportunities for decent work and the advancement of social justice, although there would also be challenges including loss of jobs, income and livelihoods in certain sectors, and risks of widening inequalities, especially for those in situations of vulnerability. However, just transition was a driver for positive outcomes on the three dimensions of sustainable development and for leaving no one behind, and consequently the ILO had placed it at the centre of its actions through the Global Coalition for Social Justice. A just transition, harnessing the power of tripartism and social dialogue, could play a fundamental role in addressing the challenges and supporting sustainable and inclusive recovery and growth with decent work and social justice.
9. The Office prepared Report VI, emphasizing the centrality of just transition to the work of the ILO. The world was at a critical moment, facing multiple, planetary crises. As a healthy ecosystem was vital for jobs and productivity, there were major implications for the world of work. However, just transition for economic growth and employment creation had a positive narrative. Studies had indicated significant potential for decent work creation through the energy transition, circular economy, and nature-based solutions. While there was growing recognition of the importance of just transition in policy discussions, concrete action was now needed. International cooperation and partnerships were necessary to support developing countries. Adequate financing was critical, and stronger links between just transition policies and financing frameworks were needed.

General discussion

Point for discussion 1

How can a just transition be advanced across ILO Member States through:

- (a) scaling up the development and implementation of integrated policies and measures across policy areas, including industrial policies and technology;
 - (b) the financing of such policies and measures;
 - (c) social dialogue and tripartism;
 - (d) institutional coordination and policy coherence at all levels; and
 - (e) the application of international labour standards?
10. The Employer Vice-Chairperson said that the report provided the Committee with the clear message that climate change could seriously impact societies unless timely action was taken, and appropriate measures and policies adopted. Policies needed to be balanced and proportionate to prevent counterproductive effects on the environment and economies.
 11. Just transitions could deliver positive outcomes by increasing opportunities associated with the transition to a net zero economy through appropriate policies. Based on ILO estimates, achieving the Paris Agreement's objectives could result in 18 million new jobs. Additionally, renewable energy could contribute to the creation of 43 million jobs by 2050.
 12. The Employers identified five key drivers for enabling just transition. First, sustainable enterprise development, which required a conducive business environment and business support. Second, skills development, which acted both as an enabler for growth and as a buffer against the negative impacts resulting from climate and environmental change and other global crises. Filling skills gaps and adapting to skills mismatches required coordination and strengthened frameworks for skills anticipation, mapping, and training. Third, technology transfer and adoption were crucial. Access to key technologies like renewable energy infrastructure, energy efficiency improvements, digital management, electric mobility, and agricultural productivity measures were thus critical, in particular for small and medium-sized enterprises (SMEs). Fourth, productivity must be boosted through investment in human capital, innovation, and societal well-being. Fifth, the transition from the informal to the formal economy must be accelerated. Persistent structural issues such as poor regulatory frameworks and unpredictable business environments were barriers to a swift transition.
 13. Regarding just transition policies and measures, a shift to renewable energy often required significant capital investments, making access to finance essential, including through public and private investment and public-private partnerships. Social dialogue played a critical role in advancing just transition. The social partners could provide guidance to governments and served as key associates in developing coherent policies.
 14. The Worker Vice-Chairperson noted that globalization was characterized by complex existential and interconnected crises of which financial insecurity, economic polarization, extreme wealth inequalities and environmental degradation were all central features. Workers globally were experiencing a declining income share. In addition, public spending and productive investment were falling. Concurrently, the digital divide, high debt, and a run-away climate crisis were all worsening.
 15. For the discussion to deliver effective, coherent and real solutions, participants must think globally while acting locally. A just transition, aimed at achieving equality, equity, and economic security, in line with the objectives of the Philadelphia Declaration, was at a nexus of industrial

policy, financing, the application of international labour standards, social dialogue and tripartism.

16. The group recognized that in the transition, some jobs would be lost and many workers would be forced to migrate due to desertification or climate change, with the risk of losing their livelihoods. This meant that social justice could not be achieved without environmental justice. Staying within the 2015 temperature boundary of 1.5°C implied the need for urgent and massive shifts in all sectors, notably a fair and equitable phase out of fossil fuels, and the application of just transition strategies that placed equality, inclusion, justice and human and labour rights at their centre. Just transition must contribute to poverty reduction and human development, including through a commitment to decent work, the transition from informal to formal employment, prevention of informalization, together with labour and social protection and the payment of living wages. Development and climate related transitions should be supported by abolishing unfair debt dependence, installing appropriate finance regimes, and creating fiscal space through fair and progressive taxation. Pro-employment macroeconomic frameworks and development policies that had decent employment creation, coupled with structural transformation with sustainable technological transfers, at their core should be put in place. A stop should be put to unequal and unsustainable pre-emptive trade relations that undermined climate protection, climate resilience and sustainable development. Access to public information, data accountability, recourse to social dialogue, when addressing the complexity of climate impacts, should not be restricted.
17. The market would not solve the climate crisis. Effective industrial policies were crucial to attaining commitments under the Paris Agreement. Coherent policy planning required the engagement of all social partners, funding, regulations and rules. Technology would continue to be an important part of the industrial policies needed for transition to a low-carbon economy. However, technology cannot be delinked from dignity, working time and redistribution of care work. Huge technological advances were being made, but the gains were not being shared equitably. Technology policies must address improving working conditions, including reduced working hours, and contain measures to prevent job losses, as set out in the Employment Policy (Supplementary Provisions) Recommendation, 1984 (No. 169).
18. Regarding financing the transition, fundamental and progressive tax reform measures were needed, including a global minimum corporate tax rate, financial transaction taxes, and wealth taxes, to help fund just transition in particular in the least wealthy countries. To make the finance system climate proof and provide the capacity to invest in just transition, undertakings such as the Bridgetown Initiative, which offered concrete proposals on the benefits of widened access to concessional finance for the climate-vulnerable, were needed. Increased concessional finance would be a heavy determinant for the achievement of recovery and resilience and a sustainable and just transition within and across Member States.
19. The Government member of Chile, speaking on behalf of the group of Latin American and Caribbean countries (GRULAC), noted that climate and environmental change was currently one of the greatest threats to poverty reduction and the achievement of decent work, sustainable development, and social justice. Significant commitment and effort were required from all ILO constituents. The development of industrial policies needed to go hand in hand with existing technology without losing sight of their possible impact on workers as well as on the labour market. Training policies should be elaborated allowing workers to adapt to changing technologies and the dynamism of industrial structures. Increased financing was required from international development partners and agencies. In this regard the Bridgetown Initiative highlighted the need for the global financial architecture to be more responsive to the financing needs, including climate finance, of vulnerable countries.

20. Tripartite social dialogue was essential to a just transition. Effective institutional coordination and policy coherence among the various government institutions to guarantee coherence of policies and avoid duplication of efforts, was also necessary. The effective implementation of international labour standards was critical to protecting the rights of workers throughout the transition process and to provide a framework for social dialogue and tripartism.
21. The Government member of Sweden, speaking on behalf of the European Union (EU) and its Member States, said that the candidate countries Albania, Bosnia and Herzegovina, North Macedonia, Montenegro, the potential candidate country Georgia, the European Free Trade Association countries Iceland and Norway, members of the European Economic Area, as well as Armenia, aligned themselves with his statement. Accelerated climate and environmental crisis were among the largest threats to poverty reduction, decent work, growth, sustainable development, and social justice, affecting all regions with profound and prolonged effects on all ecosystems, societies, and economies. The EU and its Member States were committed in policy, funding, and legislation to ensure a just and socially fair transition for all. It was time to renew and reinforce the global consensus for a just transition to achieve the objectives of the 2030 Agenda for Sustainable Development (2030 Agenda), through domestic policy action, the implementation of The Paris Agreement and commitments such as the Sharm el-Sheikh Implementation Plan agreed at COP27.
22. ILO research indicated that just transition would promote employment opportunities and could drive skills development, sustainable enterprise creation, and more resilient and inclusive economic growth. However, these positive outcomes required adequate and coherent policies. The implementation of integrated policies and measures, and their financing, social dialogue and tripartism, institutional coordination, policy coherence and the application of international labour standards needed to be scaled up across ILO Member States to advance a just transition. The UN Global Accelerator on Jobs and Social Protection for Just Transitions should be rapidly implemented. Equally, the EU encouraged continued ILO participation in policy discussions within the Just Energy Transition Partnerships.
23. Particular attention and support should be provided to those in vulnerable situations, including those in low and lower-middle income households, and those affected by climate transition. Preparing for a just transition required integrated policies that were inclusive, sustainable, and resilient, facilitating labour market transitions and ensuring adequate social protection for all. The EU supported the Global Coalition for Social Justice. Indeed, supporting and investing in human capital was necessary to enable individuals to access quality green jobs, to green current working processes and adapt to changing skill requirements in transforming industries. Occupational safety and health (OSH) were critical to a just transition, as environmental changes and new work processes imposed new challenges and risks including for gender equality and health.
24. The Government member of Barbados, outlined the threats his country, as a small island developing State, was facing as a result of climate crisis. Following the devastating hurricanes in the region, Barbados had developed a programme called “Roofs to Reefs” designed to protect communities against the effects of climate change. The international financial system and architecture had to reflect the reality in all small States in the Caribbean, the Indian Ocean and the Pacific. Parameters of assessment that go beyond GDP per capita and address the real risks faced by small States, particularly small island developing States, had be developed taking into account multidimensional vulnerability indices. To address resource constraints and deficiencies in the current international financial architecture, the Bridgetown Initiative was mentioned. The proposed Global Coalition for Social Justice offered the opportunity for a human-centred approach, and justice in the transition, underpinned by the international

labour standards. In that context, and based on the increasingly significant impact of technology, the speaker called for a standard related to decent work in the platform economy.

25. The Government member of Australia, said that her country had been a constructive, positive and willing climate collaborator and as such, Australia had implemented an ambitious programme of transformation to renewable energies, aiming to reach 82 per cent renewables in the National Electricity Market by 2030 and ensure that shift to net zero emissions by 2050 happened fairly. Governments alone could not bring about the transformational change required without the support of tripartite engagement and action at national, regional and international levels. Member States needed to demonstrate continued support to a holistic and integrated approach to just transition. Consistent and meaningful dialogue with those affected by climate change was needed, and for Australia, that meant workers, businesses, communities, families and First Nations groups. Effective transition required joined-up action across levels and departments of government to realize transformational change in a region. To be sustainable, just transition solutions had to be long term. The Government had announced the establishment of the Net Zero Authority to support orderly and positive economic transformation associated with achieving net zero emissions. Aligned with the Paris Agreement, its aim was to support workers in emissions-intensive sectors to access new employment, to coordinate programmes and policies across government supporting regions and communities in attracting and taking advantage of new clean energy industries, and to help investors and companies to engage with net zero transformation opportunities. The ILO must respond to any challenges for labour rights and standards that might arise from the transition.
26. The Government member of Japan recalled the outcomes of the G7 Summit that had taken place recently in Japan, making this a timely opportunity for the International Labour Conference to address just transition. Report VI did not sufficiently reflect workers' views, he hoped that the conclusions would include several issues from the G7 Labour Declaration, such as investing in human capital to contribute to workers' well-being and social economic vitality. Provisions on OSH should figure in the Committee's conclusions, which should be firmly grounded on the ILO mandate, especially where governmental action was expected or implied.
27. The Government member of Côte d'Ivoire said that her Government was promoting a just transition to a sustainable economy and society, seeking solutions adapted to national priorities. The Government had committed to progressively reduce the negative impact of climate and environmental change by signing the Paris Agreement. In its efforts to offer better living and working conditions for everyone, the Government had adopted several policy measures toward a just transition, while respecting workers' rights and international labour standards. In the implementation of the Paris Agreement and in line with the 2030 Agenda, Côte d'Ivoire had been the beneficiary of the first project of the UN Climate Action for Jobs called "The Social Dimension of the Ecological Transition", implemented by the ILO.
28. The Government member of Malaysia said that Malaysia proposed the ILO establish a workable policy framework for just transition based on the principles of "Common But Differentiated Responsibilities", facilitating the shift from conventional to green economies. The Government had announced the launch of the Green Technology Master Plan, aimed at creating 200,000 new green jobs by 2030 and keeping the unemployment rate below 4 per cent for the next 7 years. There was an immediate need to break away from resource-intensive development framework, and Malaysia was willing to share its experience in promoting green growth to enhance environmental sustainability, particularly in reducing carbon in cities and in mobility. To this effect, he suggested establishing a framework to facilitate Member States' exchange of technical knowledge and experiences of green labour standards, social

protection, human resource development, green entrepreneurship, high income job creation and innovation in promoting green growth to enhance climate mitigation, adaptation and climate resilience.

29. The Government member of Indonesia indicated that his country attached great importance to just transition, which was reflected in Indonesia's green economy strategy and green recovery road map. These strategic documents were at the centre of the country's efforts to achieve low carbon development. Key strategic programmes included incentives for SMEs in waste management and new crop management to fight deforestation and land degradation. It was expected that the green initiatives would create 2.2 million jobs by 2030. The ILO's green jobs assessment mapping conducted in 2012 and 2013 revealed that 8.7 million environment-related jobs were to be created and a further 3.9 million green jobs were identified. A just transition to an environmentally sustainable economy entailed not only green technology but also an appreciation of how the workforce might be affected. Social justice was critical in this regard. Indonesia had shifted resources away from fossil fuels subsidies and invested them in an expanded healthcare programme, covering close to 250 million people. Over 55 million workers nationwide had subscribed to Indonesia's social security programme. Specific provisions had been granted to vocational education and trainings preparing youth and jobseekers to deal with green technologies.
30. The Government member of the United States of America said that the United States was committed to supporting a just transition at home and abroad. The Paris Agreement required workers, employers, and other stakeholders such as local communities and indigenous peoples to have a seat at the table, ensuring that workers received the support and skills they needed to thrive in a decarbonizing economy. President Biden's economic agenda promoted investment in industries that would rapidly reduce carbon emissions while supporting workers dislocated by the transition and disadvantaged communities. But economic development and industry diversification strategies needed to build on the specific infrastructure, assets, and workforces of affected communities, while being informed by robust social dialogue as well as broad and inclusive stakeholder engagement. The transition to carbon neutrality would require trillions of dollars in investments. In the United States, for example, the Inflation Reduction Act provided nearly \$US370 billion in incentives for energy and climate-related programmes, mostly in the form of tax credits, that incentivized private investment in clean energy technologies. This supported workforce development and disadvantaged communities and was funded through progressive taxation, supporting a just transition while promoting equity. Institutional coordination and policy coherence were vital to achieving a just transition. The Interagency Working Group on Coal and Power Plant Communities had adopted a coherent approach with the aim of creating well paid jobs, providing governmental resources to catalyse economic revitalization, and supporting workers and communities impacted by the transition. The Department of Labor's Good Jobs Initiative likewise had worked across government agencies to build job quality standards into government contracting and grant making, focused on opening opportunities for women, people of colour, immigrants, persons with disabilities, and underserved communities. Member States should also focus on timely, broad, and meaningful consultations with all stakeholders, including workers and their organizations, affected communities, and employers to ensure that the transition was driven by the interests and the needs of those most affected.
31. The Government member of the Republic of Korea stressed that building an environmentally sustainable economy and creating a sustainable future was only possible through local and national policy integration and coherence, as well as regional and global policy coordination. It was essential for ILO constituents to share policy perspectives on the achievements and

lessons learned from their respective industrial transition policies. Under the “Basic Plan for National Carbon-neutral Green Growth”, the Government was preparing a range of policies to minimize employment insecurity and ensure workers’ job security and mobility during the industrial transition. Under this plan, support measures to ensure the stability of employment for workers in industries within designated areas and training programmes had been provided to jobseekers and workers who wished to change jobs from high-carbon industries to low-carbon industries by establishing Just Transition Specific Districts.

32. The Government member of Argentina commended the Guidelines for a Just Transition as a basis for action taken by governments and employers’ and workers’ organizations. In Argentina, the design and implementation of public policies and institutions to carry out just transition policies and promote green employment had covered aspects such as climate change, renewable energy, natural resources and sustainable finance. The newly created National Cabinet on Climate Change had been charged with carrying out the National Plan for Adaptation and Mitigation of Climate Change. A Green Employment Programme had been developed to address vocational training actions, set incentives for the greening of employment in companies and in enterprises and cooperatives and accompany workers and companies in the just transition towards a more environmentally sustainable society. International dialogue should address the causes and drivers of climate change, in particular carbon dioxide emissions. The speaker welcomed the upcoming World of Work Summit: Social justice for all, as the dimension of just transition had to be accompanied broadly by social justice aspects aimed at promoting the well-being of people, including changes associated with globalization, technology, and demographic shifts.
33. The Government member of the United Kingdom of Great Britain and Northern Ireland welcomed the general discussion, but argued that there remained significant value in having a standard-setting exercise on the just transition agenda. Transitioning labour markets had a major part to play, and all efforts should be made to ensure that this transition was fair and inclusive. The United Kingdom believed that delivering a net zero workforce required coherence between governments, industry, and education. To meet the demands of the transition to green economies, a suite of skills-learning opportunities to help young people and adults progress towards a green career and to ensure access to green jobs was critical. The focus placed on integration with the Global Accelerator on Jobs and Social Protection for Just Transitions should align with the UN Climate Action for Jobs Initiative. The Global Coalition for Social Justice should ensure further policy coherence for just transition. The ILO’s work with multilateral development banks should be an integral part in the delivery of future just transition plans.
34. The Government member of Türkiye estimated that the transition to a greener economy and the decarbonization of industries had significant implications for employment and labour markets, where employees in carbon-intensive industries and their families were particularly vulnerable as they faced the risk of losing their jobs and their livelihoods. It was hence crucial that a holistic approach be adopted to plan the transition process, ensuring the fundamental rights of workers, providing education and training opportunities and creating new green jobs. Recent ILO studies indicated that a shift to climate-neutral and circular economies could lead to the creation of an additional 100 million jobs by 2030. However, some 80 million jobs could be lost in that process. The Green Deal Action Plan adopted in 2021 served as a road map for the transition towards a green economy in Türkiye. Efforts to transform existing skills and develop new skills in accordance with the needs of the labour market during and after the transition had been enforced to guide the implementation of the just transition perspective and ensure its integration into existing policies.

35. The Government member of Senegal said that the world of work, strongly impacted by the upheavals of climate change, must be an integral part of transitional measures to preserve the environment and the economies. The United Nations Conference on Sustainable Development in 2012 allowed Senegal to reaffirm its commitment to issues related to environment and climate change. Senegal's Green Programme offered a road map for inclusive and sustainable economic development, to promote green growth that was resilient to climate change by mobilizing the potential for green investments in the various sectors of the economy such as the sectors of energy, industry, water and sanitation, urban planning and construction, forestry and agriculture. In accordance with the Guidelines for a Just transition, Senegal had taken measures to articulate transition mechanisms with sectoral policies, particularly regarding enterprises, employment and social protection.
36. The Government member of Canada informed the Committee that in February 2023, the Government of Canada had released its Sustainable Jobs Plan (2023–25), placing workers and their families at the heart of its actions. The Plan was informed by consultations with provincial and territorial governments, indigenous peoples, workers and unions, industry, environmental and civil society organizations and Canadians and was set to guide and organize efforts to invest in the low-carbon economy and to support workers and communities in the economy of the future. The introduction of the sustainable jobs legislation to ensure ongoing engagement and accountability in 2023 aimed at supporting the future and livelihood of workers and their families in a low-carbon economy and at building a strong, resilient economy that worked for everyone. Canada's transition to a sustainable economy would vary by region and sector. To ensure a cohesive approach, legislation would establish a core set of guiding principles that enhanced engagement and strengthened accountability, drawing also on the Guidelines for a Just transition.
37. The Government member of China said that China had established a multidisciplinary, cross-ministerial and departmental working group to advance policy priorities related to carbon peak and carbon neutrality. The group was led by the State Council and aimed at promoting institutional coordination and policy coherence at all levels. Local governments had been encouraged to establish similar cross-governmental working groups. Such bodies had also been established to discuss the circular economy and environmental reforestation and reported to the State Council. The Government of her country was critical of the ILO presentation entitled "Employment and just transition to sustainability in the BRICS countries", which inaccurately reported that China did not sufficiently address the need for skilled workers and how to reskill. This inaccuracy might arise from a general lack of understanding of Chinese political discourse and the political system. China did not use the term "just transition", but it implemented many policies and programmes which were similar to just transition policies, regarding social protection, employment promotion, poverty alleviation, and urban rural integration. In certain regions and industries, just transition was also reflected in various policies, including those on revitalizing the old industrial base in north-eastern China, sustainable development of resource-based cities, and employment settlements for coal and steel industries.
38. The Government member of Switzerland supported the objective of a just transition using the nine levers set out in the Guidelines for a just transition. There was no single, universal policy for a just transition. There was a risk that market forces would continue to contribute to climate change. Concerted and coordinated efforts must be made to keep within the 1.5°C limit. Just transition policies called for broad consensus, for while they might result in a net increase in jobs, certain employment sectors would diminish. Switzerland stressed the need for national and international just transition policy coherence. The Government recognized the importance

of sustainable financing for just transition, with provision of assistance to countries with limited financial resources. Switzerland supported financing through existing financial institutions, such as multilateral development banks and the Green Climate Fund. The amounts allocated through those institutions would however need to be supplemented by additional finance at national level and through the private sector.

39. The Government member of Belgium stressed the serious threat posed by climate change, which was accompanied by grave economic consequences that could be expected to result in social crises, with varying impacts in different countries. Belgium had already felt the effects of climate change, with flooding in 2021, as well as progressive changes such as thermal stress. Belgium confirmed the need to take urgent steps to promote and accelerate just transition. The social impact of climate change would be felt disproportionately by the most vulnerable groups. In the last few years the world had learned much about managing crisis. The COVID-19 pandemic had highlighted the importance of job maintenance systems, social protection and furlough programmes. Expenses linked to just transition such as social investment should be considered as an investment, rather than as a cost.
40. The Government member of Pakistan, called for collaboration at the global, national and sectoral levels. The impact of the pandemic had highlighted the importance of responsive policies and programmes that take account of industrial and technological progress, climate change impacts, and environmental degradation, while simultaneously creating decent work opportunities. By integrating sustainable industrial policies and embracing innovative technologies it was possible to harmonize economic growth, social development and environmental sustainability. Pakistan proposed comprehensive discussions among stakeholders to establish a road map encompassing key elements necessary for a more concerted, coherent transition towards environmentally sustainable economies and societies. To support this endeavour, Pakistan had established an inter-ministerial coordination committee on industrial relations to help identify priority sectors most susceptible to climate change while also addressing employment and working conditions.
41. The Worker Vice-Chairperson asked for a focused commitment to support workers. Formalization underpinned decent work and measures must be instigated to prevent informalization, promote employment and living wages, and ensure fair distribution of the fruits of productivity. Investment in human capital was essential, with adherence to international labour standards and a focus on inclusive growth, including the social and solidarity economy (SSE) and indigenous workers. There was a need to invest in social dialogue, skills and lifelong learning as a buffer for resilience and an individual right for workers. Training and retraining should be guaranteed as individual rights for workers through legislation or collective bargaining. The group stressed the linkage between extreme climate events and concerns regarding the occupational safety and health of workers. The group supported public investment through loans to the private sector, provided such loans were conditional on preserving jobs. Best practices should be promoted within companies own operations, but also throughout their supply chains.
42. The Employer Vice-Chairperson stressed the importance of social dialogue and the guidance that the social partners could provide governments in developing key just transition policies. There was a need for measures to be country-specific and based on an analysis of the particular challenges and priorities in these countries when elaborating appropriate programmes. The group believed that the ILO already had a comprehensive standards framework in place. Effective implementation rather than additional standards was required. She wished to highlight the importance of the private sector in meeting environmental, economic and social challenges, both because the private sector was able to assess the most appropriate solutions

and because future prospects for businesses depended on it. The linkages between these three dimensions, economic, social, environmental, the interplay and coherence between these triple objectives was crucial and economic sustainability should not be sidelined. Employers, workers and governments all had responsibilities for putting in place an enabling environment for job creation.

Interventions by international non-governmental organizations

43. The representative of HomeNet International said that home-based workers were disproportionately affected by climate change, which seriously worsened their working conditions, and raised the costs of the raw materials they required. She called for five initiatives: (i) inclusion of HomeNet International in collective negotiations through implementation of the Transition from the Informal to the Formal Economy Recommendation, 2015 (No. 204); (ii) expansion of universal social protection for home-based workers; (iii) implementation of the ILO resolution concerning decent work and the social and solidarity economy, 2022; (iv) accompanying just transition by economic models and skills training suitable to the social-economic context of home-based workers; and (v) integrating just transition into ILO activities at regional and national levels, including through Decent Work Country Programmes.
44. The representative of the International Occupational Hygiene Association, stressed that climate change posed a serious threat to the health and safety of all workers, including construction workers exposed to increased temperatures and UV radiation, agricultural workers suffering in areas affected by drought, fishermen dealing with rising sea levels, heavy storms, flooding of coastal areas, and ocean acidification. More sustainable technologies and products to reduce carbon-intensive industry should be introduced for CO₂ reduction, while protecting workers in line with SDG 8. Governments and policymakers should recognize the impact of climate change on workers' safety and health and adapt OSH standards to existing climate effects. The ILO should use its strategic alliances to bring knowledge on climate change together, possibly through the Global Coalition for Safety and Health at Work.
45. The representative of StreetNet International, said that their members – street vendors and informal traders – were subject to violence and harassment, and were vulnerable to the impact of climate change. They worked without social protection and could be displaced as a result of extreme weather or natural disasters. They were also excluded from social dialogue and collective bargaining. However, they contributed to the circular economy by making locally produced food and drinking water more accessible and affordable in low-income areas and selling second-hand goods. These contributions should be recognized by governments and key stakeholders. Informal workers should be included in collective negotiations and should enjoy social protection measures, and safe and healthy working conditions in line with ILO OSH instruments.
46. The representative of Women in Informal Employment: Globalizing and Organizing (WIEGO), said that just transition must generate pathways to decent, inclusive jobs and protections so that all workers impacted by economic disruption could be effectively integrated into new systems or retrained into other occupations. She called for (i) recognition of the contributions of informal workers in reducing carbon emissions and mitigating environmental damage, (ii) inclusion of informal workers in negotiations through implementation of Recommendation No. 204; and (iii) ensuring that just transition promoted gender equality and included the informal economy.

Point for discussion 2

What should be the roles of governments and employers' and workers' organizations in the transition, including with communities and people affected?

47. The Worker Vice-Chairperson stated that the implementation of the Paris Agreement and related frameworks through just transition policies should involve the social partners. Governments should promote social dialogue while recognizing that employers and workers do not share the same responsibilities. Governments should guarantee freedom of association and collective bargaining and comply with their obligations under international labour standards. Just transition should address critical issues such as living wages and reinforce collective agreements through the inclusion of environmental and OSH clauses.
48. Members should implement action-oriented sectoral dialogue and industrial policies, including along supply chains, that take account of environmental impacts and economic opportunities, and adopt rights-based industrial policies, paying particular attention to quality public services that contribute to the well-being of the people and the planet, for example through eradication of hunger by means of diversification of agriculture and access to healthcare and medicine.
49. In developing policies on just transition, Members should create space for broad civil society engagement. The involvement of indigenous peoples was particularly important in that regard and governments should be encouraged to ratify the Indigenous and Tribal Peoples Convention, 1989 (No. 169).
50. There was a need for policy coherence and for public and private financing at the scale required to achieve a just transition, including through the implementation of tax reforms and guidance on public procurement. Strong conditionalities should be placed on such financing, including with regard to job creation and social protection. Public investment for quality public services was crucial. Governments should ratify and enforce the Labour Clauses (Public Contracts) Convention, 1949 (No. 94). The Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy (1977) should be reinforced to align with nationally determined contributions (NDCs).
51. Adverse impacts of climate shocks should be addressed or prevented through the implementation of social protection. Promoting lifelong learning and skills for climate transition was important, to anticipate labour market needs and ensure that investments in education and training empowered all relevant actors.
52. Employers should align with national development plans and NDCs and redistribute wealth by providing good wages and decent work conditions, as well as paid time off for training, among other measures. Labour shortages were not caused only by a lack of skills but also by poor working conditions that were not attractive to workers. Employers should adhere to the fundamental principles and rights at work, including by promoting gender equality, diversity and inclusion and engaging in collective bargaining.
53. Her group stressed that workers' organizations were willing to engage and were building the capacity of workers, including by providing training, to engage competently in policy discussions related to just transition.
54. The Employer Vice-Chairperson said that achieving just transition depended on developing appropriate policy frameworks and an enabling environment for sustainable enterprises. It required close consultation with a range of institutions, notably those responsible for social protection and taxation among others. Governments should avoid measures that could hamper development of the formal economy. Corporate taxes could discourage business from

contributing to just transition policies and limit their capacity to adapt to transition. Labour inspection should be strengthened and national strategies on just transitions should be developed transparently and with the involvement of the social partners.

55. Governments should facilitate the transition from the informal to the formal economy and avoid measures that discouraged such a transition. Data were required in order to make evidence-based investments. Governments should ensure low-emission infrastructure and provide funding for the preservation of natural resources, in accordance with the Guidelines for a just transition, which should be promoted and implemented.
56. The group recognized the importance of affordable financing for just transition, including grants and tax incentives, particularly for SMEs. Governments should fund programmes for upskilling and reskilling workers to meet the demands of a just transition: quality education was a key enabler of just transitions.
57. Employers, drawing on their deep industry knowledge, contributed to policy coherence and balanced, pragmatic approaches to just transitions. They carried out advocacy, promoted stakeholder engagement and anticipated labour market dynamics, which was crucial to ensure that educational systems were responsive to labour market demand. However, employers' organizations needed support to strengthen their capacity.
58. Workers' organizations were strategic partners and played a vital role as a counterpart to employers in social dialogue and in providing training and reskilling to workers.
59. The Government member of Sweden, speaking on behalf of the EU and its Member States, said that the candidate countries Bosnia and Herzegovina, North Macedonia, Montenegro, Serbia, Türkiye the potential candidate country Georgia, the European Free Trade Association countries Iceland and Norway, members of the European Economic Area, as well as Armenia aligned themselves with his statement. Governments, employers' and workers' organizations must work together for meaningful social dialogue that promoted fairness and solidarity in just transitions.
60. The European Green Deal stressed that the transition must be fair and inclusive, putting people first and paying particular attention to supporting those regions, industries, workers and consumers facing the greatest challenges adjusting to a green transition. Governments needed to mobilize adequate financing, ensure social protection and entrepreneurship and establish early warning systems for environmental shocks. Governments should invest in skills development and building human capital to tackle skills shortages, and provide support to workers, especially women, young people and persons with disabilities, to increase their employability. There was a need to invest in increased social protection, especially to support people making job transitions, and greater access to green-energy-based transport and housing options.
61. Collective agreements could explicitly address environmental factors and the importance for a just transition of achieving gender equality at work through a transformative agenda, in accordance with the ILO Centenary Declaration for the Future of Work (2019).
62. The Government member of Chile, speaking on behalf of GRULAC, noted the varied and multiple interests of Members and recalled the central responsibility of governments in achieving a just transition. This required developing national strategies and providing training for new and emerging industries. Governments should ensure that the benefits of a just transition were equitably shared.

63. Workers' organizations should provide education and training to their members to adapt to emerging industries and should promote equal opportunities. Employers must continue developing adequate systems to enhance the environmental sustainability of processes and products and ensure a just transition.
64. The Government member of Barbados stressed that governments had a coordinating role and should balance the needs of all groups, whether they were employers, workers or civil society. They were responsible for guaranteeing the rule of law and establishing and maintaining social safety nets. Governments must ensure that education and training opportunities were available for and accessible to workers, allowing them to upskill or reskill and to prepare them for the green transition.
65. Governments must ensure that the needs of vulnerable groups were met and should engage with the social partners to ensure just transitions. Financing challenges existed at the domestic as well as international levels and governments must work with domestic financial institutions to limit the financial burden on households and businesses, allowing them to adapt and become more resilient. Governments must also ensure that residents and indigenous organizations could benefit from opportunities presented by renewable energy industries. Electrification of public transport systems and replacing government vehicles with electric vehicles were identified as important measures.
66. The Government member of Malaysia affirmed the importance of inclusive deliberations on national and local green jobs initiatives that included academia and the media. Malaysia had successfully launched a Green Technology Master Plan in 2017 to implement the Paris Agreement, and amended the Employment Act, 1955 to prioritize decent work and enhance labour protection. A National Labour Advisory Council and National Council for Occupational Safety and Health had been established to engage with the social partners to address industrial relations and employment issues, including upskilling and reskilling needs. It could serve as a useful model for other Member States.
67. The Government member of Chile said that Chile was implementing several national plans addressing just transition, which required collaboration between different ministries and sectors to ensure that labour aspects were considered at all levels. Transition to environmental sustainability had to take account of potential employment impacts in different sectors. Investments in the green economy could incentivize economic growth and job creation, but some polluting industries, such as coal-fired thermoelectric plants, could close or reduce output. Governments should encourage the growth of green sectors, through macroeconomic, industrial and labour policies, while ensuring social protection and decent work for workers in sectors or industries affected by just transition. Where sectors were adversely affected by transition to climate neutrality, relocation to other productive sectors with present and future demand should be considered, reconciling workers' interests with productive requirements. Tripartite social dialogue would provide the basis for just transition processes.
68. The Government member of Argentina said that a clear definition of just transition, agreed by all the actors involved, had become one of the central pillars for public policy on climate change. The aim was to integrate a social perspective with a strong focus on employment. Argentina had developed its National Plan for Mitigation and Adaptation to Climate Change as a coherent, federal and coordinated public policy. It included concrete measures on just transition, with a focus on the Green Employment Programme and action to mitigate the impact on the world of work. Promoting responsible participation by enterprises, as the generators of employment, was fundamental to supporting respect for human rights essential

to just transition. Workers, as precursors of the concept, had promoted social dialogue, and encouraged the formulation of public policies to provide transition training for workers, and promoted safe work environments. Employers should work on enhancing environmental sustainability of products and processes, as well as generate green jobs. In Argentina, social dialogue had been fundamental in guaranteeing just transition as a prerequisite for the achievement of decent work.

69. The Government member of Mozambique said that Mozambique had experienced the effects of climate change first-hand, having been hit by one of the deadliest cyclones on record in Africa, which had set the country back decades in its anti-poverty efforts. Despite Mozambique's limited technical and financial resources the Government had committed to increase investment in clean energies. While gas offered opportunities for internal, sustainable economic growth as part of the energy transition matrix in the country, the Government had invested in prevention measures, and would use profits from gas extraction to promote the socio-economic development of the country. Employers' and workers' organizations were already contributing to the formulation and evaluation of socio-economic policies in established tripartite dialogue platforms.
70. The Government member of Morocco recalled that in her country sustainable and inclusive transition was already a reality, supported by the constitution which recognized the "right to sustainable development". Since 2015, the National Strategy for Sustainable Development also set the path for the sectoral and cross-cutting initiatives needed to promote a sustainable economy and facilitate the development of green employment and entrepreneurship in Morocco. The Partnership for Action on Green Economy, launched in Morocco in 2021, had identified priority areas for the reform of public policies in favour of the green economy, taking their short and medium-term impacts into account. Current challenges and uncertainty made it urgent to accelerate structural changes to the productive system, to counter the slowdown in the growth dynamic and provide a basis for the creation of sustainable jobs and the integration of the informal sector. The ILO had a role to play in identifying challenges posed in priority areas for training on the sustainable economy and should conduct knowledge assessment research in that area.
71. The Government member of the United States said that governments should lead the decarbonization policy process and ensure it was rooted in social dialogue and inclusive of all relevant stakeholders. Sectoral policies had to respect the rights of workers, indigenous peoples, and communities. It was essential to advance women's economic security and root out systemic barriers and discrimination, while pursuing equity and equality for all. To this effect, the Guidelines for a just transition provided solid concepts which governments should include in their trade and economic agreements. Governments should ensure that ministries of labour played a role in planning the transition to carbon neutrality, and that ministries of energy, finance, and labour were aligned in a commitment to just transition focused on decent work and quality jobs. Governments should include commitments to just transition in their NDCs. Together with Argentina, Canada, Germany, South Africa, and Spain, the United States had launched the Multilateral Partnership for Organizing, Worker Empowerment, and Rights, or M-POWER. M-POWER supported the development of strong unions globally, helping to ensure that workers and communities benefited from just climate transitions. Employers played a key role by respecting workers fundamental rights, freedom of association and collective bargaining. The conclusions to this discussion should explicitly endorse the Guidelines for a just transition.
72. The Government member of Australia stated that clean energy transition would require strong cooperation and coordination across governments, industries, businesses and organizations

aimed at matching workers' skills to new opportunities and ensuring the availability of training at the right time and place. Governments had a critical role to ensure measures were responsive to the circumstances of the communities and groups affected and that skills required for new jobs and their training pathways were identified. A capacity study on workforce needs in different areas was under way. The study explored how the workforce opportunities created by clean energy could be shared across regions and with First Nations Australians, women, people with disabilities and Australians from culturally and linguistically diverse backgrounds. Governments should work with regional partners to share knowledge, experience and aid to mitigate the impacts of climate change. Australia's new Net Zero Authority would work with state, territory and local governments, existing regional bodies, unions, industry, investors and First Nations groups to help communities and their workers, industries, employers and others to proactively manage the transformation to a clean energy economy. Australia was committed to working with its regional partners to combat climate change.

73. The Government member of Canada stated that governments should establish policy frameworks for just transition, implement measures for decent work promotion, and establish consultative mechanisms for programming and funding of a just transition. The Government of Canada had established a Sustainable Jobs Plan to promote skills and social dialogue and would be putting a Sustainable Jobs Training Fund in place. That fund would bring together workers, unions, employers, and training institutions to forecast future training needs and develop appropriate training.
74. The Government member of Switzerland recalled the importance of reconciling the different approaches to just transition and ensuring that it was carried out in an equitable manner. Switzerland had made a major effort in recent years to integrate climate risks and opportunities into all its economic development cooperation activities, particularly in support of macroeconomic policies, the creation of decent jobs, sustainable finance and the framework conditions of the circular economy. In global value chains, Switzerland was committed to the creation of decent jobs through the ILO Productivity Ecosystem for Decent Work programme, which also incorporated just transition considerations. Promotion of skills was a national and international priority for the Government, aimed at improving labour productivity and competitiveness in specific sectors. Switzerland was committed to facilitating social dialogue in partner countries to improve working conditions for workers.
75. The Government member of Pakistan said that governments played a central role in shaping policies and providing a conducive environment for a just transition, taking social, economic, and environmental aspects into consideration. Action was needed to foster inclusive dialogue and collaboration, invest in social protection systems, skill development, and retraining programmes to support workers and vulnerable communities during transition. Employers must engage with workers and their representatives to assess impacts, minimize job losses, and explore green economy opportunities, taking up innovative solutions like job sharing and income support. Workers' organizations, including trade unions, were essential advocates for workers' rights and welfare during the transition. Negotiating fair agreements with employers was crucial for job security, decent wages, and social protection. Affected communities and individuals should also actively participate in just transition, informing decision-making. Unique challenges such as displacement, loss of livelihoods, and environmental justice must be recognized and addressed.
76. The Government member of Ethiopia stated that governments must work together on specific policies, focused on macroeconomic growth, sustainable enterprise skills development, other active labour market interventions and social protection, and on finding solutions to climate

challenges, through social dialogue and community mobilization. His Government was committed to just transition.

77. The Employer Vice-Chairperson recalled that all actors shared responsibility and collective action was needed for a just transition. Several areas of convergence had become apparent. The Guidelines for a just transition remained as pertinent as ever. Social dialogue in all its forms was relevant for the development of policies and strategies in a balanced and coherent approach, with effective measures fitted to national contexts. Governments played a central role in promoting formalization and in providing skills development for workers. Enterprises faced complex and interconnected challenges in transitioning to a sustainable economy, which required collective efforts, including government support, to address structural barriers for a just transition, such as insufficient capital or funding to invest in sustainable practices and technologies, especially for micro, small and medium-sized enterprises.
78. The Worker Vice-Chairperson wished to reply to the point raised by the Employers regarding taxation. Proper taxation of corporations was the foundation for just transition. Taxes were key policy instruments to reduce environmental damage, and progressive and green taxation were conducive to green investment. Incentives to facilitate a just transition and decarbonation could not be decoupled from decent work. As there was a power imbalance between workers and employers, shared responsibility could not mean equal responsibilities. Governments and the private sector must play their part in sharing the responsibilities and respecting the conditionalities brought by just transition. Workers' upskilling and retraining had to be matched by proper income levels, decent work and decent conditions and in that context social dialogue was essential.

Point for discussion 3

What should be the priorities and strategy of the ILO to assist its constituents?

How can the ILO play a central role in the multilateral coordination for a just transition, including through partnerships?

79. The Employer Vice-Chairperson cautioned that corporate taxation, while a common source of revenue for governments, was not the most suitable mechanism to finance and promote the transition to sustainable economies. It could have adverse effects and unintended consequences, especially in developing and emerging-market countries. Excessive and high corporate taxation could particularly affect micro, small and medium-sized enterprises, and force some into the informal sector. It could also lead to job losses, loss of competitiveness and increased energy poverty. Alternative financing mechanisms should be explored, such as green bonds, emissions trading systems, indirect taxation, public-private partnerships, green funds and grants, and international financing. Moreover, this Committee was not mandated to deal with taxation matters.
80. Regarding point for discussion 3, the ILO should further develop leadership in just transition through a country-driven and tailored approach. It should promote tripartism as a core element of development cooperation projects, strengthening the capacity-building of the constituents, it should ensure synergy and coherence between measures, coordination with stakeholders, including other international organizations, with monitoring and regular evidence-based evaluations. The ILO should ensure the central role of the world of work; assist constituents in preventing negative labour market impacts due to incoherent policies; promote sustainable economic growth, productive employment and decent work; call the international community's attention to ensuring that climate change policies anticipate and prevent adverse

social and employment impacts; address informality and strengthen support to constituents on the effective implementation of Recommendation No. 204.

81. The ILO should research future labour market demands, by anticipating the transformation, and the emergence of new sectors and tackling the skills mismatch. More opportunities for quality vocational training and lifelong learning were needed through investments in employment services. The constituents needed guidance in creating adequate policies, developing sectoral approaches, and implementing measures that anticipated and prevented disruption in key sectors and enterprises. Through cooperation with other organizations and in alignment with initiatives such as the United Nations Global Accelerator on Jobs and Social Protection for Just Transitions, the ILO should expand and promote social protection as an enabler of just transition.
82. The ILO should continue to support capacity-building for social partners and provide policy advice and promote a safe and healthy work environment, sustainable enterprises and improved productivity growth. It should develop its work to facilitate access to financing as an enabler for climate action, particularly for SMEs. The ILO should collaborate with multilateral and public development banks to ensure the financing of just transition measures and the promotion of economic diversification and inclusion. It should take a leadership role in multilateral just transition policy discussions, including at the Conferences of the Parties to the UNFCCC, bringing the added value of tripartism and ensuring coherence and coordination among the different initiatives (G7 and G20), development and technical cooperation activities of the various actors.
83. The Worker Vice-Chairperson emphasized that the ILO should take a leading role in promoting a rights-based just transition approach in the multilateral system. Just transition provided an opportunity to accelerate the mandate of the ILO and would ensure that jobs in new and emerging sectors were decent. A just transition required the effective exercise of freedom of association and collective bargaining to ensure equity and address climate mitigation and adaptation. There was a difference between social dialogue and stakeholder consultation, and the involvement of independent workers' and employers' organizations was vital for the transition. The ILO should therefore provide technical support, capacity-building, training, and action-oriented materials, including training through its International Training Centre based in Turin (ITC-ILO).
84. The ILO should convene tripartite dialogues promoting policy implementation and guidance across all policy levels, based on its normative framework and initiatives, such as the Global Coalition for Social Justice, forged by the Director-General. It should develop an ongoing action-oriented plan to support members' capacity to elaborate and implement just transition policies for full employment. Coordinated macroeconomic, fiscal, and monetary policies were needed to promote decent job creation, and should be in line with relevant ILO standards, including the Employment Policy Convention, 1964 (No. 122), and others. Structural transformation and industrial policy dialogues should be incorporated in the ILO proposal for a Global Coalition for Social Justice, with conclusions reported back to the Governing Body for its guidance. The Climate Action for Jobs initiative should be reinforced, and the ILO should build on the Just Transition Declaration adopted by COP26 in Glasgow and the Bridgetown Initiative.
85. The ILO should promote policy coherence among international financial institutions and development banks, to integrate decent work and just transition in all climate finance. Trade rules needed to be revised to be coherent and to respond to the climate crisis. Financing just transition should be linked to the debate on debt and on the obligations of developed countries

towards developing countries on climate finance. To scale up the role of indigenous and tribal peoples in just transition policies and measures, she called on the ILO to organize a high-level event on the Convention No. 169 and the United Nations Declaration on the Rights of Indigenous Peoples, involving all actors concerned. This event should be the starting point for a road map on the transition with indigenous peoples and have their rights at its heart.

86. Climate change had damaging impacts for health, and the Working Environment (Air Pollution, Noise and Vibration) Convention, 1977 (No. 148) was the first ILO standard linking protection of the working environment with the general environment. That instrument, with other relevant OSH and sectoral instruments and codes of practice, should be taken as a basis to convene a tripartite meeting of experts to elaborate a code of practice on occupational hazards in the working environment due to extreme weather events, temperature and heat stress, and changing climate patterns.
87. The ILO should reinforce and promote the just transition dimension of the Global Accelerator on Jobs and Social Protection for Just Transitions initiative within the climate policy arena. Social protection should be extended to climate migrants and refugees. The ILO should coordinate and promote lifelong learning and skills development, with focus on youth through the Green Jobs for Youth Pact. The social and solidarity economy was also key to a just transition. The ILO should conduct research on the employment-creation impact of investment in public utilities, including energy for employment creation while contributing to mitigation and adaptation policies and measures. Technology could not be implemented at the expense of workers' well-being or time sovereignty. The ILO should continue promoting living wages and collective bargaining as the main tools for distribution and redistribution of the fruits of progress.
88. The Government member of Chile, speaking on behalf of GRULAC, said that the ILO should continue promoting social justice and ensure decent work was created and maintained during the transition. The ILO needed to provide technical assistance, particularly for developing countries, to enable them to achieve transition. The ILO had a fundamental role, together with other international organizations, in articulating multilateral responses for a just transition. It had an important part to play in enabling collaborative alliances that facilitate the mobilization of resources needed for the transition, in promoting knowledge-sharing, as well as in the ratification and implementation of international labour standards.
89. The Government member of Sweden, speaking on behalf of the EU and its Member States, said that the candidate countries Albania, Bosnia and Herzegovina, North Macedonia, Montenegro, Serbia, the potential candidate country Georgia, the European Free Trade Association country Iceland, member of the European Economic Area, as well as Armenia, aligned themselves with his statement. Based on the Guidelines for a just transition as an existing ILO policy framework, the Office should focus its work in three key areas: advancing research on the impacts of climate and environmental changes and related policies on employment and social equity; forging policy responses from the world of work and supporting capacity development for the ILO constituents to ensure decent work and social justice for all; and engaging in relevant global processes and building strategic partnerships.
90. The ILO should continue to invest and reinforce its support for gathering policy measures, methodological and practical tools to achieve a just transition. Availability of accurate and up-to-date data was a key element for understanding the dimension of the challenges. The ILO should continue to contribute to diverse multilateral and regional processes on climate and environmental change and intensify specific knowledge-sharing activities, knowledge products, case studies, policy reviews, impact evaluations and thematic learning dialogues.

91. The ILO should continue to provide technical assistance related to a just transition and should mainstream environmental sustainability and climate change throughout its operations. Based on evidence-based data and analysis, the ILO should intensify its policy advisory services and capacity-building to enable Member States to implement transition policies, which should be aligned with international labour standards. The ILO should also develop and disseminate practical tools to support Member States. Global partnership agreements were an important means of delivering development cooperation, improving financing, and providing demand-driven support to countries. The ILO should participate in global policy platforms, bringing its tripartite advantage to the table, and provide technical and analytical support at countries' request, working in coordination with all relevant partners.
92. The Government member of Barbados said that the ILO should move ahead rapidly with the Global Coalition for Social Justice. Inequitable distribution of global goods during the COVID-19 pandemic and the failure of the world's major polluters to address the climate crisis meaningfully highlighted the urgent need for social justice. Thanks to its unique tripartite structure, the ILO was well placed to ensure the needs and imperatives of employers, workers, and governments in spaces where public health, trade, security, financial, and other policy decisions were made. The ILO through its human-centred agenda should advocate for decent work to be part of all international and multilateral programming, including that of the international financial institutions. That was also part of the Bridgetown Initiative. The proposed Global Coalition for Social Justice would further assist in ensuring policy coherence with international financial institutions and multilateral development agencies. Effective coordination was critical for a just transition. The ILO should also prioritize assistance to constituents in areas such as access to justice, training and retraining of workers, for both green and blue jobs.
93. The Government member of Malaysia said, firstly, that it was imperative for the ILO to initiate, enhance and strengthen platforms for sharing best practices and promoting just transition awareness to its Member States. That included capacity-building for decent jobs and to build climate resilience. Secondly, there was a need for more effective engagement with industries and enterprises in promoting a just transition. In that regard, the international community was moving forward on a compliance mechanism within the framework of the Paris Agreement. Thirdly, the tripartite constituents should work together through continuous dialogue for a concrete resolution on just transition and to ensure inclusivity, based on win-win principles. Fourthly, the ILO should facilitate appropriate mechanisms for technical exchanges among Member States to develop policies, guidelines, and expertise in line with international standards on a just transition. Fifthly, enhancing upskilling and reskilling through technical and vocational education and training was crucial for green jobs and a just transition.
94. The Government member of Argentina noted that the ILO had an important role in the multilateral system due to its tripartite nature, and ability to build alliances and mobilize resources for sustainable development and social justice. Solutions should be specific to the circumstances of each region and country, with an ILO approach to advancing a just transition adapted to national realities and circumstances. Just transition dimensions had been integrated in Argentina's fourth Decent Work Country Programme, supported through the ILO Country Office. National and regional realities, financial abilities, and the impact of trade agreements for developing countries should be taken into account. The ILO should promote a multilateral and financial system that supported compliance with international agreements, while differentiating the roles of developed and developing countries. The alliances promoted by the ILO, such as the Partnership for Action on Green Economy continued to have positive impacts and had supported the development of employment programmes and sectoral

dialogues. The Global Coalition for Social Justice would play an important part in realizing and supporting a just transition, as it would encourage policy coherence in the international system and adequate financing for decent work.

95. The Government member of Colombia highlighted the urgency of adopting and promoting measures to transition towards environmentally sustainable economies and societies for all at the global, regional, national, and sectoral levels. Colombia had recently, following a participatory approach, adopted a national development plan that promoted economic, social, and environmental development. The Guidelines for a just transition were supporting compliance with fundamental and labour rights during the transition in the mining sector, especially with an increasing demand for new minerals such as lithium, nickel, and others for clean energy. Industrial policies should be aligned with Convention No. 169, a standard that was also fundamental to environmental processes. Enterprises operating in countries that had traditionally been the providers of natural resources for power generation and had thereby incurred damages, should cooperate with those countries. Thus, due diligence and legal social responsibility actions would impact communities positively. The role of social dialogue was fundamental for energy transition.
96. The Government member of Australia called on the ILO to assert itself as the leading multilateral agency for a just transition. The ILO should ensure that its Guidelines for a just transition continued to reflect emerging issues, circumstances, and challenges. The ILO should take organizational steps to support a just transition and minimize environmental degradation, including reducing printing and supporting online engagement in meetings. The Office should continue to prioritize knowledge-sharing, policy analysis on emerging challenges and opportunities, capacity development, including through global engagement and partnerships. Given the difference in countries' national circumstances, measures to support a just transition must be developed with consideration of global, regional, and national differences. The Global Coalition for Social Justice could act as a framework to support a just transition.
97. The Government member of the United Kingdom stated that as the UN's only tripartite organization, the ILO played a central role and should be in forefront in any future international discussions on a just transition. The Office's work on just transition had been integrated with the Global Accelerator on Jobs and Social Protection for Just Transitions, but it should also be aligned with the UN Climate Action for Jobs Initiative. Policy coherence on just transition should also be a key theme across the Global Coalition for Social Justice. The ILO's work with multilateral development banks also needed to be an integral part of the delivery of future just transition plans. The Office should also advocate that the implementation and practice of just transition must be aligned with the Guidelines for a just transition.
98. The Government member of Ghana indicated that Ghana's medium-term development policy framework entitled "Agenda for jobs: Creating prosperity and equal opportunity for all", required policymakers in Ghana to take stock of current employment interventions to influence and shape new forms of employment, including the creation of jobs that minimized the negative impacts of climate-response measures while maximizing the job creation potentials of emerging sectors within the green economy. The ILO should facilitate similar effective social dialogue and consensus building among the tripartite plus constituents in Member States to develop national green jobs strategies, with youth participation. The ILO should leverage and replicate positive lessons and successful interventions to help accelerate the development of national just transition strategies.
99. The Government member of Canada encouraged the ILO to lead research efforts into better understanding the multiple impacts of climate change on the world of work, notably by acting

as the centre of expertise of best practices on just transition. The ILO should focus on filling knowledge gaps in this area, particularly regarding the impact of climate change on traditionally under-represented groups and on economic diversification, and the links between the impact of climate change and other challenges facing the world of work. That research and gender-based analysis should also encompass issues arising from forced labour, gender equality, and decent work in global supply chains. In addition, research on low-carbon buildings and retrofits, battery supply chains, and the renewable energy sector should be prioritized.

100. The ILO should continue its efforts at the national level to assist Member States to formulate and adapt their policies to respond to the effects of climate change. It should continue to engage in multilateral and regional forums to advance the social dimensions of the transition to sustainable economies. It should also continue to assess the need for a normative discussion on just transition.
101. The Government member of the United States said that the ILO needed to continue and increase its efforts to promote an understanding of just transition focusing on decent work and social justice, including for affected communities. She welcomed the Office's development of an action framework aimed at promoting greater policy coherence and coordination in that area. The United States encouraged the Office to leverage the action framework through its priority action programme "Just transitions towards environmentally sustainable economies and societies" and through the work of the Global Social Justice Coalition. The ILO should accelerate engagement with multilateral development banks to promote support for a just transition in line with the Guidelines for a just transition. Action taken to build the capacity of financial sector practitioners to support just transition was welcome, and the Office should also support the work of the Just Energy Transition Partnerships. The ILO could provide expertise to help ensure that the work of these partnerships was well grounded and aligned with principles of the Guidelines for a just transition.
102. The ILO should play a lead role in promoting just transition at the annual UNFCCC Conferences, which had already established a work programme on the issue. The ILO should seek opportunities to shape the development of this work programme to ensure its alignment with the Paris Agreement's focus on the creation of decent work and quality jobs and the Guidelines for a just transition. A just transition must be inclusive of all groups and have inclusion, equity, and gender equality, and leaving no one behind as its core issues. It should ensure that workers' organizations and vulnerable groups had a voice in the transition. The ILO should promote freedom of association and collective bargaining rights to enable workers to participate in social dialogue on a just transition.
103. The Government member of Switzerland welcomed the promotion of just transition in the context of the Global Coalition for Social Justice. To ensure coherence and build synergies, the ILO must promote just transition in close coordination with other organizations of the multilateral system. The ILO should strengthen knowledge through dissemination of the Guidelines for a just transition and through the development of additional guidelines and action pathways for Member States and the social partners.
104. She observed that background Report VI did not address two important elements in the discussion on just transition. First, it did not articulate concrete courses of action to promote just transition in the informal economy, and she encouraged the Office to pay particular attention to this issue since the informal economy was a source of livelihood for a large proportion of the world's population. Second, with the expected growth of "green" sectors as part of the transition, it was necessary to ensure that companies active in the informal

economy also implemented human rights due diligence measures. The ILO should strengthen the links between the UN *Guiding Principles on Business and Human Rights* and the Guidelines for a just transition.

105. The Government member of China mentioned the ILO's important work in green employment and green transition. She encouraged the ILO to collect good practices and success stories on just transition and compile the information together with experience and examples of work by other international organizations in a report that could facilitate cooperation between Member States. The Government of her country hoped to strengthen its cooperation on just transition through sharing of experience, research methods, and related resources, with a possible role for the ILO to support similar actions.
106. The Government member of Pakistan urged the ILO to continue advocating for the adoption and implementation of international labour standards that facilitated just transitions. These standards should encompass multisectoral approaches, addressing the interconnected challenges of skills development, employment, and social protection. Countries needed clear directives and actionable recommendations to navigate the transition process. The ILO's expertise in labour-related matters enabled it to offer comprehensive and practical guidance to help countries develop policies prioritizing the well-being of workers and businesses, while advancing sustainability objectives. The ILO should also strengthen capacity-building through investment in programmes that focused, inter alia, on providing labour administrators with skills and knowledge required to facilitate just transitions. Regarding research, the ILO should develop sector-specific analysis of the impact of transition on workers and businesses. By exploring emerging economies and industries, the ILO would be able to identify opportunities for new economic models aligned with just transition principles. The ILO should also engage in inter-ministerial dialogues to foster collaboration among government departments. The ILO could act as a convener to facilitate dialogue, map stakeholders, and build their respective capacities.
107. The Government member of India said that her country had this year made the assessment and understanding of skills gaps a priority of its Presidency of the G20. She noted that India established a National Skills Council for Green jobs. She encouraged the ILO to support skills gap mapping and measures that would enable Member States to analyse data and identify jobs and skills impacted by climate change. The ILO was well-positioned to be the global repository of a global skill gapping framework. It was already collaborating with the Organisation for Economic Co-operation and Development to map skills and jobs across some countries. The ILO should therefore work with other stakeholders, including the social partners and multilateral organizations, to take up the call for the establishment of a global skill gap repository as a "global good". This would facilitate evidence-based policy responses for achieving just transitions.
108. The Government member of Egypt noted that climate change affected all countries and populations around the world. Coordinated efforts at the tripartite level were required to achieve a just transition. It was important to move from the level of planning to the level of implementation of the recommendations adopted by the various Conferences of the Parties to the UNFCCC, including the last COP in Sharm-el-Sheikh. The ILO should facilitate coordination between all actors to advance a just transition and should work to develop better funding mechanisms to promote that transition and move towards clean energy sources.
109. The Worker Vice-Chairperson said that her group was pleased with the direction that the discussion had taken and looked forward to receiving the tentative conclusions. The Workers

would call on the ILO to include in its capacity-building strategies the promotion of appropriate precautionary strategies by Member States in pursuing just transition priorities.

110. It was not the case that taxation matters were beyond the ILO's mandate. The ILO had an important role to play in considering and monitoring the impact of taxes on achieving a just transition and prioritizing action around taxation. She referred the Committee to the Social Security (Minimum Standards) Convention, 1952 (No. 102), under Article 71 of which taxation was linked directly to financing social security benefits. In addition, the Social Protection Floors Recommendation, 2012 (No. 202) referred to different methods to mobilize the necessary resources to ensure financial, fiscal, and economic sustainability, which included effective enforcement of tax and contribution obligations. Finally, Recommendation No. 204 encouraged Member States to promote the implementation of a comprehensive employment policy framework based on tripartite consultations that could include the issue of taxation. Her group felt strongly that taxation matters needed to be included in the Committee's draft conclusions.
111. The Employer Vice Chairperson said that her group wished to avoid a discussion on taxation. She disagreed with the Workers' group's interpretation of Convention No. 102 and noted that the reference to taxation in that Convention related to employment.
112. Her group saw just transition as a shared responsibility. Rights went hand-in-hand with shared responsibilities, and an acknowledgement of responsibilities was necessary before rights could be enabled. Appropriate frameworks for economic migration could catalyse innovation, investment, and entrepreneurship. Practical policies that harnessed the developmental benefits of migration, including strengthening legal avenues for mobility, ensuring that recruitment was responsible, and promoting formal certified skills recognition schemes, constituted an important area of ILO activity. The ILO should assist constituents and collaborate with partners on anticipation and adaptation to strong climate migration trends. The ILO should also work with constituents to ensure that youth were enabled and incentivized to participate in emerging opportunities and respond to labour market needs, particularly through existing initiatives like the Green Jobs for Youth Pact.
113. A particular focus on gender-inclusive policies was essential for achieving gender balance at all levels as well as for a just transition. Mainstreaming gender empowerment policies into the core of the public-private sphere remained crucial for achieving fairer and more competitive economies. Both public and private employment services had a key role to play in supporting the workforce in a just transition. The only source of genuine job creation was a dynamic and competitive business sector. That could only be achieved when there was an enabling environment for stimulating investment, promoting growth, and training workers, and one that was oriented towards higher value-added sectors.

Consideration of amendments to the draft conclusions

114. The Chairperson introduced the draft conclusions as submitted by the Drafting Group. A total of 158 amendments had been submitted. The Drafting Group had held intense discussions, and although there had been differences of opinions, in many instances consensus on wording had been reached. Where there had been no agreement, the text had been left between square brackets. Bracketed text would be dealt with in the same manner as the non-bracketed text. Where the Drafting Group had been unable to decide between different formulations, the different versions had been presented divided by a forward slash. It would be for the Committee to decide between the different versions.

The title of the conclusions

- 115.** The Employer Vice-Chairperson said that her group had submitted an amendment (A.32) to delete the words “including consideration of industrial policies and technology” from the draft title. An identical amendment had been submitted by the Governments of Canada and Switzerland (A.59), and the Drafting Group had held extensive discussion on the use of the term. There was agreement that the deletion of the words could be made from the title, but that topics of industrial policies and technology could feature within the conclusions themselves.
- 116.** The title of the conclusions was adopted as amended.

The title of section I

- 117.** The title of section I was adopted without amendment.

Point 1

- 118.** Point 1 was adopted without amendment.

Point 2

- 119.** The text of point 2 submitted to the Committee by the Drafting Group read as follows:
- Failure to address environmental and climate change will threaten human well-being and planetary health, progress towards the achievement of the Sustainable Development Goals, the implementation of the Paris Agreement, and will further exacerbate gender and other forms of inequalities and exclusion.
- 120.** The Government member of Chile, speaking on behalf of GRULAC, introduced an amendment (A.46) to replace the words “planetary health” by “all life on earth”, which was the language used in Report VI.
- 121.** The amendment was supported by the Employers and Workers.
- 122.** The Employer Vice-Chairperson also introduced an amendment (A.34) to remove the word “further” before “exacerbate” which she found unnecessary, as “exacerbate” already meant to make worse.
- 123.** The Worker Vice-Chairperson said that her group could accept that deletion.
- 124.** Amendments A.46 and A.34 were adopted.
- 125.** An amendment (A.4) to replace the words “gender and other” by the word “all” was proposed by Türkiye but was not seconded.
- 126.** Point 2 was adopted as amended.

Point 3

- 127.** The text of point 3 submitted to the Committee by the Drafting Group read as follows:
- [The costs of inaction will be many times greater than the investments urgently needed towards achieving resilient, inclusive and environmentally sustainable economies and societies. Policies and measures to address climate change and environmental degradation can deliver positive economic and social outcomes but can also have unintended and negative impacts on the world of work.]

128. The Employer Vice-Chairperson submitted an amendment (A.35) to add after the words “environmental degradation” the words “have to be balanced and proportionate to”; then to insert after “social outcomes” the words “and avoid”; delete the words “but can also have”; and insert between “impacts on” and “the world of work” the words “the economy and”.
129. The Worker Vice-Chairperson said that the discussion in the Drafting Group had been very extensive on this point. Her group’s issue was with the word “balanced”, which called for interpretation as to what the policies and measures to address climate change and environmental degradation had to be balanced against.
130. The Government member of Chile, speaking on behalf of GRULAC, preferred the original text.
131. The Government member of Sweden, speaking on behalf of the EU Member States preferred the original text, which provided a clear balance between the benefits and risks.
132. The Employer Vice-Chairperson said that the amendment was intended to take account of the very different levels of development in different countries. Her group had hoped that the Committee would be able to accept this helpful inclusion of balance and proportionality. The concept was very important to the Employers, but the group would accept it not figuring in this point, provided it featured later in the text.
133. The Worker Vice-Chairperson proposed a subamendment that replaced “have to be balanced and proportionate to” with the word “can”, and added “coherent and integrated” before the word “policies”. The Workers’ group agreed with the other aspects of the amendment proposed by the Employer Vice-Chairperson.
134. The Employer Vice-Chairperson introduced a subamendment that replaced “coherent and integrated” with “coherent, integrated and proportionate” as the Workers’ group had issues with the word “balanced”.
135. The Worker Vice-Chairperson stated that there were concerns regarding both the words, “balanced” and “proportionate”. The second term implied being in proportion to something else, but there was no indication what that might be. In some cases, drastic change might be required to bring about a just transition. The wording “coherent and integrated” was more appropriate.
136. The Employer Vice-Chairperson explained that the word “proportionate” was in relation to climate change and environmental degradation. She wished to hear the views of the Governments.
137. The Government member of Chile, speaking on behalf of GRULAC, said that agreement on qualifying adjectives was unlikely. He suggested that all qualifiers, coherent, integrated and proportionate, could be deleted.
138. The Government member of South Africa, speaking on behalf of the Africa group, said that she was flexible regarding the language.
139. The Worker Vice-Chairperson agreed with the suggestion from the Government member of Chile, speaking on behalf of GRULAC.
140. The Employer Vice-Chairperson explained that the use of the word “proportionate” was rooted in an approach wherein the proportionality of resources would be important for achieving a just transition. She withdrew her subamendment and supported the subamendment proposed by the Worker Vice-Chairperson.
141. The amendment (A.35) was adopted as subamended.

142. Point 3 was adopted as amended and subamended.

Point 4

143. The text of point 4 submitted to the Committee by the Drafting Group read as follows:

[The prospective gains from a just transition are not automatic. Concerted efforts are required to address employment losses, decent work deficits, inequality and sectoral and educational misalignments. Policies have to be coherent and balanced and must address the nexus between climate change, decent work and sustainable development.]

144. The Government member of Chile, speaking on behalf of GRULAC, proposed an amendment (A.68) adding a sentence at the beginning of the text to read “Just transition reflects a common global purpose that entails responsibilities for everyone, including governments, employers and workers.” The intention was to highlight that just transition affected every person on the planet, and responsibilities were shared among governments, employers and workers.

145. The Worker Vice-Chairperson supported the additional wording, but proposed a subamendment to place it after the first sentence of the proposed text, and before the sentence beginning “Concerted efforts”.

146. The Employer Vice-Chairperson supported the Workers’ subamendment.

147. The Government members of Ghana, Sweden, speaking on behalf of the EU Member States, and Chile, on behalf of GRULAC, supported the subamendment.

148. The amendment was adopted as subamended, to read:

[The prospective gains from a just transition are not automatic. Just transition reflects a common global purpose that entails responsibilities for everyone, including governments, employers and workers. Concerted efforts are required to address employment losses, decent work deficits, inequality and sectoral and educational misalignments. Policies have to be coherent and balanced and must address the nexus between climate change, decent work and sustainable development.]

149. The Government member of Sweden, speaking on behalf of the EU Member States, introduced an amendment (A.118) to add “addressing the environmental crisis” after “The prospective gains from ...”, delete “a just transition” in the same sentence and add “unless they are based on a just transition”, to read as follows: “The prospective gains from addressing the environmental crisis are not automatic unless they are based on a just transition.” He explained that addressing environmental crisis would only have automatic gains for all if it were based on just transition.

150. The Employer Vice-Chairperson found the original language more concise and preferable.

151. The Worker Vice-Chairperson said her group was comfortable with the proposal of the EU Member States but wished to hear from other Governments.

152. The Government member of the United States supported the amendment, as gains from addressing environmental crisis were not automatic.

153. The Government member of Canada said that the amendment provided greater clarity.

154. The Employer Vice-Chairperson supported the amendment in a spirit of compromise.

155. The amendment (A.118) was adopted to read as follows:

[The prospective gains from addressing the environmental crisis are not automatic unless they are based on a just transition. Just transition reflects a common global purpose that entails responsibilities for everyone, including governments, employers and workers. Concerted

efforts are required to address employment losses, decent work deficits, inequality and sectoral and educational misalignments. Policies have to be coherent and balanced and must address the nexus between climate change, decent work and sustainable development.]

156. Amendment A.38, submitted by the Employers' group, fell with the adoption of A.118.
157. The Government member of the United States introduced an amendment (A.104) to delete the words "Concerted efforts are required to" and replace them with the words "Transitions need to be planned and structured in a way that", altering the following verb "address" to "addresses".
158. The Government member of Sweden, speaking on behalf of the EU Member States seconded the amendment.
159. The Worker Vice-Chairperson supported the amendment which made the text clearer.
160. The Employer Vice-Chairperson said the Employers' group would accept the amendment, but proposed a subamendment to read: "Transitions need to be planned and structured in a way that addresses employment losses, decent work deficits, inequality and sectoral and educational misalignments, and concerted efforts are required".
161. The Worker Vice-Chairperson felt that the subamendment did not read well.
162. The Government member of the United States did not agree with the subamendment.
163. The Employer Vice-Chairperson reworded her group's subamendment to read: "Transitions need to be concerted, planned and structured".
164. The Government member of the United States found that wording acceptable.
165. The Government member of Barbados said that the meaning of "concerted transition" was not clear. He proposed a subamendment to read: "Transitions need concerted efforts and must be planned and structured in a way that addresses ...".
166. The Government member of the United States agreed with that proposed wording.
167. The Worker and Employer Vice-Chairpersons agreed with the proposed wording and the amendment was adopted as subamended.
168. Point 4 was adopted as subamended.

Point 5

169. The text of point 5 submitted to the Committee by the Drafting Group read as follows:

The complexity of a just transition towards environmentally sustainable economies and societies [for all] is compounded by the implications of technological change and demographic shifts, displacement and migration, and persisting high levels of informality [, and inadequate industrial policies and financing].

170. An amendment to delete the reference to displacement and migration and the wording ", and inadequate industrial policies and financing", (A.99) proposed by the Government of Türkiye was not seconded and therefore fell.
171. The Chairperson noted that four other amendments to point 5 had been submitted, three of which were identical. Those three, coming from the Employers (A.39), Canada and Switzerland (A.58), and GRULAC (A.72) all proposed the deletion of the words ", and inadequate industrial policies and financing."

172. The Government member of Chile, speaking on behalf of GRULAC, explained that the references to “migration” and “levels of informality” in the text were clear and objective, whereas the references to “industrial policies” and “financing” required the exercise of a certain judgment adding an element of uncertainty to the paragraph. That was the reason for the proposed deletion.
173. The Worker Vice-Chairperson noted that the Workers’ group could support the amendment proposed by GRULAC provided that it was consistent with the further amendment (A.40) proposed by the Employers’ group, namely, to add the following text to the end of point 5:
- Adequate, balanced, and coherent policies must be put in place. Financing for the implementation of policies and measures remains key.
174. The group felt it was important to refer to “industrial policies” and “financing” in this section, and therefore further subamended the Employers’ amendment by inserting the word “industrial” before “policies and measures.
175. The Employer Vice-Chairperson said that the GRULAC amendment was not acceptable without the additional text submitted by her group and referred to by the Workers above.
176. The Worker Vice-Chairperson proposed a subamendment to the amendment (A.40) proposed by the Employers’ group, namely, to add the words “aligned with just transition principles” after “financing”. The sentence would then read: “Financing aligned with just transition principles for the implementation of industrial policies and measures remains key”.
177. The Employer Vice-Chairperson subamended the wording proposed by the Workers’ group, replacing “aligned with just transition principles” by “to advance just transition principles”. The sentence would then read: “Financing to advance just transition principles for the implementation of industrial policies and measures remains key”.
178. The Worker Vice-Chairperson agreed to that wording.
179. The Government member of Chile speaking on behalf of GRULAC, said that his group supported that formulation.
180. The Government member of Switzerland said that her Government could not support the proposed reference to financing, since that should more properly be addressed further on in the draft conclusions under the section covering the role of governments. She supported the amendment proposed by Canada, Switzerland and GRULAC (A.58) to delete the text from the word “informality” onwards.
181. The Government member of China agreed with Switzerland that it was not appropriate to refer to “financing” in this part of the draft conclusions.
182. The Government member of Sweden, speaking on behalf of the EU Member States, supported Switzerland in stopping the text of point 5 after the word “informality”.
183. The Employer Vice-Chairperson expressed disappointment with the proposal to end the text after “informality” since her group and the Workers’ group had already both agreed to the inclusion of the additional text that referenced “financing” and “industrial policies”. She felt there had been consensus in the room and therefore requested Governments to reconsider their position.
184. The Worker Vice-Chairperson said that she understood the opinion expressed by Switzerland but pointed out that the text in the chapeau was meant to introduce what followed in the rest of the text, and that it would therefore be appropriate to refer to “financing” in this part of the

text. However, this did not mean that the issue of financing could not also be addressed as an action point later in the text.

185. The Employer Vice-Chairperson agreed with the view expressed by the Workers' group, that a reference to financing could be included here as well as later in the text when considering the specific roles of governments and the social partners.
186. The Government member of Barbados indicated that the issue of financing was important to small island developing States like Barbados, and that he therefore supported the inclusion of financing both here in point 5 and subsequently in part 3 of the draft conclusions.
187. The Government member of Switzerland agreed to include a reference to "financing" in this part of the text but indicated that the reference to "industrial policies" was too specific to be included here. She therefore proposed that the final sentence be subamended to read: "Financing to advance just transition remains key."
188. The Government member of Brazil seconded the subamendment proposed by Switzerland.
189. The Government member of Chile, speaking on behalf of GRULAC, supported the subamendment proposed by Switzerland.
190. The Worker Vice-Chairperson supported the subamendment proposed by Switzerland but proposed that the word "principles" be inserted after "transition" to read "Financing to advance just transition principles remains key".
191. The Government member of South Africa, speaking on behalf of the Africa group, and the Government member of Türkiye supported the amendment proposed by Switzerland as subamended by the Workers' group.
192. The Worker Vice-Chairperson proposed a further subamendment to replace "to advance" by "aligned with". The sentence would then read: "Financing aligned with just transition principles remains key".
193. The Employer Vice-Chairperson noted that earlier in the discussion, agreement had been reached on use of the words "financing to advance" instead of "financing aligned with" as proposed by the Workers' group.
194. The Government member of Australia proposed a further subamendment to the text. She suggested that a reference to the ILO Guidelines for a just transition be included after "principles". The final sentence would then read as follows: "Financing to advance just transition principles aligned with the ILO Guidelines for a just transition remains key".
195. The Employer Vice-Chairperson observed that there had been some support earlier to delete ", and inadequate industrial policies and financing".
196. The Worker Vice-Chairperson agreed with the deletion of ", and inadequate industrial policies and financing" and introduced a subamendment to delete the wording after "informality".
197. The Employer Vice-Chairperson supported the subamendment.
198. The amendments A.39, A.58 and A.72 were adopted as subamended.
199. The Employer Vice-Chairperson withdrew her group's amendment to point 5 (A.40).
200. Point 5 was adopted as amended.

Point 6

201. The text of point 6 submitted to the Committee by the Drafting Group read as follows:

[Governments, employers and workers are critical agents of change and must urgently take concerted and coherent action based on robust social dialogue and through reaffirming the ILO mandate and leadership on just transition in the multilateral system.]

202. The Government member of Chile, speaking on behalf of GRULAC, presented an amendment to replace “robust” with “effective”.

203. The Employer Vice-Chairperson and the Worker Vice-Chairperson supported the amendment.

204. The amendment was adopted.

205. The Worker Vice-Chairperson presented an amendment to add “with freedom of association and collective bargaining at its heart,” after “social dialogue”. She explained that this was not new language within discussions at the ILO.

206. The Employer Vice-Chairperson said that her group could not support this amendment, as the point was a general statement on social dialogue, while other aspects such as consultation or workplace cooperation were also important, along with freedom of association and collective bargaining. This risked reducing social dialogue to being bipartite, whereas it needed to be tripartite and include governments, encompassing all forms of social dialogue. The proposal by the Workers’ group was inspired by the 2018 resolution concerning the second recurrent discussion on social dialogue and tripartism. To make the point more comprehensive, she proposed a subamendment, for the text to read:

Governments, employers and workers are critical agents of change and must urgently take concerted and coherent action based on effective social dialogue, and through reaffirming the ILO mandate and leadership on just transition in the multilateral system. Attention should be given to freedom of association and collective bargaining as enabling rights. Consultations, exchange of information and other forms of dialogue between social partners and with government are also important for a just transition.

207. The Worker Vice-Chairperson stated that the reference to freedom of association and collective bargaining was proposed as it was present in previous discussions and was concise. The Workers’ group was comfortable with the latter sentence proposed by the Employers’ group but wanted to hear from the Government member of the United States, who had a similar proposal.

208. The Government member of the United States said that the last sentence of the subamendment was fine. He introduced a subamendment that added “Special” before the word “Attention”, and “which are vital for social dialogue” after “rights”.

209. The Worker Vice-Chairperson said that while the Workers’ group preferred the amendment proposed by the Government members of Australia, Canada and the United States (A.112), which read “Special attention should be given to freedom of association and collective bargaining rights, which are enabling rights and vital for social dialogue”, the subamendment could be considered. She proposed a further subamendment, to add “respecting, promoting and realizing” after “given to”. Point 6 would now read as follows:

[Governments, employers and workers are critical agents of change and must urgently take concerted and coherent action based on effective social dialogue, and through reaffirming the ILO mandate and leadership on just transition in the multilateral system. Special attention should be given to respecting, promoting and realizing freedom of association and collective bargaining as enabling rights, which are vital for social dialogue. Consultations, exchange of

information and other forms of dialogue between social partners and with government are also important for a just transition.]

210. The Government member of the United States said that both the Worker Vice-Chairperson and the Employer Vice-Chairperson had strengthened the amendment.
211. The Government member of the Australia supported the amendment as subamended.
212. The Employer Vice-Chairperson said that there were some issues with “respecting, promoting and realizing”, as the duty for realizing and promoting freedom of association and collective bargaining was with States, rather than with employers or workers. The duty of the employers and the workers was to respect freedom of association and collective bargaining. The formulation should be changed.
213. The Worker Vice-Chairperson requested guidance from the secretariat regarding the interpretation of the wording. The language used was not limited to what States should be doing but should also be relevant to the social partners.
214. The secretariat explained that the language stemmed from the 1998 ILO Declaration on Fundamental Principles and Rights at Work. This Declaration itself was a reaffirmation of the ILO Constitution, and the language would relate, in a legal sense, not only to Member States but also to constituencies within those Member States. The secretariat did not think that respecting, promoting and realizing encompassed an obligation exclusive to governments within Member States.
215. The Worker Vice-Chairperson said that based on the explanation by the secretariat, the formulation was fine. To maintain consistent language, she introduced a subamendment adding “Members should give” before “special attention”, and deleted “should be given”.
216. The Government member of Chile, speaking on behalf of GRULAC, supported the amendment as subamended.
217. The Employer Vice-Chairperson proposed a subamendment to replace “Members” with “Member States”, as respecting, promoting and realizing was more pertinent for States or the ILO.
218. The Worker Vice-Chairperson did not support the subamendment and said that her group was satisfied with the explanation by the secretariat that all social partners had obligations. The phrase should not seek to limit the qualification of Member States.
219. The Employer Vice-Chairperson proposed exploring the earlier formulation, as proposed by the Government member of the United States, as a compromise.
220. The Worker Vice-Chairperson said that Governments seemed to have agreed to the various subamendments that had followed the earlier formulations. Her group wished to hear more from the Governments about what the Members should do, bearing in mind that it had to be consistent with the scope and principles of the Declaration on Fundamental Principles and Rights at Work, which stated that the Members should respect, promote, and realize the fundamental principles and rights at work.
221. The Government member of the United States said that while he had no objection to the use of “Members”, a subamendment to the text could be added in order to address the concerns of the Employers’ group. He proposed a subamendment to replace “Members” with “They”. There was an issue with using the term “Member States”, as this limited the obligations to the Governments.
222. The Worker Vice-Chairperson supported the amendment as subamended.

- 223. The Employer Vice-Chairperson said that “Members” and “They” were interchangeable, and that her group could accept the language of “Members”.
- 224. The amendment was adopted as subamended.
- 225. The amendment proposed by the Government members of Australia, Canada and the United States (A.112) therefore fell.
- 226. Point 6 was adopted as subamended.

Point 7

- 227. The text of point 7 submitted to the Committee by the Drafting Group read as follows:

[The private sector plays a pivotal role as a principal source of innovation, economic growth, and job creation in the transition towards sustainable economies. It is a catalyst for building a more sustainable and inclusive future.]

- 228. The Government member of Sweden, on behalf of the EU Member States, proposed an amendment (A.119) to delete point 7 in its entirety. The private sector should not be singled out in that way, because the public sector was also a source of innovation and public financing. The EU Member States could also accept the amendment proposed by the Worker members (A.164), to read:

Both the public sector and the private sector play a pivotal role as drivers of innovation, economic growth, job creation and decent work in the transition towards sustainable and inclusive economies. It is a catalyst for building a more sustainable and inclusive future.

- 229. With regard to the amendment (A.119) submitted by the Government of Sweden, on behalf of the EU Member States to delete the entire point, the Committee requested explanations from the secretariat on the amendment process.
- 230. The Legal Adviser stated at the outset that the amendment process in any committee called for procedural rigour but also a degree of flexibility in the search of tripartite consensus that remained the primary objective. Turning to the sequencing of the amendments under discussion, he indicated that if a “radical” amendment, such as the one proposed by the EU Member States, aiming at deleting the entire point was adopted by the Committee, all other amendments proposed on the same point would fall. In response to the question of whether or not the amendment under consideration could be, procedurally speaking, subamended, he clarified that the Chairperson would be expected to steer the discussion on the amendment with a view to making a clear determination as to whether or not the Committee was in favour of its adoption. In making every effort to take its decisions by consensus, the Committee could consider new wording which might not strictly speaking have been introduced through a subamendment. It was also possible to suspend a discussion on a particular amendment that seemed deadlocked and return to this amendment at a later stage, possibly on the basis of fresh proposals. If all attempts failed, however, the Committee might need to make a decision by putting the question to a vote. The Legal Adviser concluded by stating that the amendment process intended to help Committee members to adopt consensual conclusions, and therefore, any initiative or proposal to this end could be given proper consideration.
- 231. The Worker Vice-Chairperson said that her group would withdraw its amendment (A.164), if the Committee could support deletion of point 7. Point 6 captured the importance of governments, employers and workers, and the Workers believed that no one group should be singled out. The group concurred with the EU Member States that there was a very important, directing role for the public sector to ensure that the private sectors functioned in a way that made sustainable economies possible.

- 232.** The Employer Vice-Chairperson opposed deletion of point 7. The various amendments submitted recognized the role to be played by the private sector, and inclusion of a point to that effect was important to the Employers' group. The Workers' proposal to include reference to the importance of the public sector and decent work could be accommodated. Employers were in large part responsible for economic growth, innovation and job creation and a just transition would not be achieved without their participation. The Employers were open to including many of the elements from the other amendments submitted by the Workers, and that submitted by Türkiye.
- 233.** The Government members of Canada, Chile, on behalf of GRULAC, New Zealand, Switzerland and Zambia supported the deletion of point 7.
- 234.** The Employer Vice-Chairperson said her group wanted to retain a reference to the importance of the private sector and disagreed with deletion of the point. It was not possible to talk about a just transition without recognizing the role of the private sector. To address the concerns of different members of the Committee, she proposed a subamendment such that the text would read as follows:
- The private sector plays an important role as a principal source of innovation, economic growth, and job creation and decent work in the transition towards sustainable and inclusive economies. It is a catalyst for building a more sustainable and inclusive future. Depending on national circumstances, the public sector also plays an important role in just transition. To take full advantage of these roles at the scale required, government must take the lead in promoting private investment toward innovation, and in coordinating across all areas of social, environmental, economic and industrial policymaking.
- 235.** The Worker Vice-Chairperson stated that the position of her group was that in point 6 the roles of government, employers and workers were already properly addressed. In point 7, there was a need for balance. It should include a statement recognizing that both public and private sectors played pivotal roles and were drivers of economic growth and innovation. To take full advantage of these roles, coordination across all areas was required, and government must take the lead. While her group fully recognized the important role the private sector played, the introductory section should provide as much balance as possible. Her group's preferred option was to delete the entire point.
- 236.** The Government member of Sweden, speaking on behalf of the EU Member States, noted that point 7 dealt with matters such as investment and finding a balance was not easy. He asked other members to say whether they felt the point should be deleted or not.
- 237.** The Government members of Indonesia, Japan and Saudi Arabia, speaking on behalf of the Gulf Cooperation Council, supported the subamendment.
- 238.** The Government member of South Africa, speaking on behalf of the Africa group, introduced a subamendment to delete the words "depending on national circumstances".
- 239.** The Government members of China and Kiribati supported the subamendment.
- 240.** The Worker Vice-Chairperson did not support the subamendment, still preferring to delete point 7. However, if there was wide support to retain it, she would put forward some subamendments.
- 241.** The Government member of the United States observed that the role of the private sector was very important and that it would be an oversight not to mention it. Point 7 merited further discussion.

- 242.** The Employer Vice-Chairperson thanked the two regional groups and five Governments that had supported her group's amendment. She believed that the private sector deserved special mention at the beginning of the conclusions. The private sector role drove innovation and created jobs, which governments did not do. The preamble needed to contain a reference to the private sector. She was however willing to delete "depending on national circumstances".
- 243.** The Government member of Brazil noted that the text recognized the important role played by the private sector and the important role of other actors. He proposed a subamendment to provide further balance to the text. It deleted the word "principal" and replaced the words "take the lead in promoting private investment toward innovation, and in coordinating across" with "must strengthen their national capacities to formulate and implement policies, encompassing", as follows:

The private sector plays an important role as a source of innovation, economic growth, and job creation and decent work in the transition towards sustainable and inclusive economies. It is a catalyst for building a more sustainable and inclusive future. The public sector also plays an important role in a just transition. To take full advantage of these roles at the scale required, governments must strengthen their national capacities to formulate and implement policies encompassing all areas of social, environmental, economic and industrial policymaking.

- 244.** The Government member of Chile, speaking on behalf of GRULAC, supported the subamendment.
- 245.** The Employer Vice-Chairperson stated that her group could in principle support the subamendment introduced by the Government member of Brazil. However, she would insert the word "main" where "principal" had originally been inserted by the group.
- 246.** The Government member of Brazil indicated that the purpose of deleting "principal" was to reduce the number of adjectives that are applied to the word "role". He recognized the role of the private sector in job creation, but States also played a key role with regard to stimulating innovation in science and technology, research and development, which benefited the private sector. It was important to reflect the role of States.
- 247.** The Government member of Sweden, speaking on behalf of the EU Member States, proposed a subamendment to make point 7 shorter and more cohesive. The subamended text would read as follows:

the private and public sectors play pivotal roles as drivers of innovation, economic growth, job creation and decent work in the transition towards sustainable and inclusive economies. They are catalysts for building a more sustainable and inclusive future.

- 248.** The Worker Vice-Chairperson said that point 7 should place greater emphasis on the leading role government must play to ensure that both the public and private sectors can deliver.
- 249.** The Employer Vice-Chairperson said that while in most countries governments focused on governance policies, it was the private sector that created jobs, especially in developing economies. She recognized that there were shared responsibilities, however her group wished to separate them. She proposed a further subamendment, so that the point would read in this way:

The private sector plays a pivotal role as a driver of innovation, economic growth, job creation and decent work in the transition towards sustainable and inclusive economies. The public sector also plays an important role. Together, they are catalysts for building a more sustainable and inclusive future.

- 250.** The Worker Vice-Chairperson said that this version did not address her group's concerns regarding balancing the text. The Workers' group wanted point 7 to make clear that the public

sector had a pivotal role in creating an enabling environment to allow the private sector to deliver in its role of driving innovation, economic growth and job creation. If the public sector did not provide that enabling environment, then the private sector could not perform. The concern, expressed by Brazil, supported by GRULAC and shared by the Workers' group, was that the amendment by the EU Member States was striking a balance that conveyed that both public and private sectors had a principal role to play, not as sources but as drivers of innovation, economic growth, job creation and decent work.

- 251.** The Employer Vice-Chairperson noted that the Workers' group had not made a proposal to improve the text. To balance the text, she put forward a subamendment to add at the end of the second sentence, after "important role", the words "in providing an enabling environment for just transition".
- 252.** The Government member of Chile, speaking on behalf of GRULAC, agreed with the Workers' group and proposed to come back to the shorter text of the subamendment submitted by the EU Member States, given in paragraph 247 above, as the most balanced one.
- 253.** The Government member of Sweden, speaking on behalf of the EU Member States proposed a further subamendment to that text as follows:

The private sector plays an important role as a principal driver of innovation, economic growth, and job creation and decent work in the transition towards sustainable and inclusive economies. The public sector plays an equally important role. To take full advantage of these roles at the scale required, governments should take the lead in promoting investment towards innovation, and in coordinating across all areas of social, environmental, economic and industrial policy making. Together they are a catalyst for building a more sustainable and inclusive future.

- 254.** The Government member of Indonesia supported the subamendment.
- 255.** The Worker Vice-Chairperson preferred wording which placed the private and public sector on an equal footing as drivers of innovation and growth. She suggested a subamendment, adding "A strong, well-funded and staffed public sector is also a principal driver of innovation, economic growth, and job creation and decent work in the transition towards sustainable and inclusive economies", after the first sentence. The text would now read as follows:

The private sector plays an important role as a principal driver of innovation, economic growth, and job creation and decent work in the transition towards sustainable and inclusive economies. A strong, well-funded and staffed public sector is also a principal driver of innovation, economic growth, job creation and decent work in the transition towards sustainable and inclusive economies. The public sector plays an equally important role. To take full advantage of these roles at the scale required, governments should take the lead in promoting investment towards innovation, and in coordinating across all areas of social, environmental, economic and industrial policy making. Together they are a catalyst for building a more sustainable and inclusive future.

- 256.** The Government member of Chile, on behalf of GRULAC, requested to go back to the subamendment presented in paragraph 247 above.
- 257.** The Government member of Brazil put forward a subamendment to replace "To take full advantage of these roles at the scale required, governments should take the lead in promoting investment towards innovation, and in coordinating across all areas of social, environmental, economic and industrial policymaking" by "in terms of strengthening national capacities for coordinating across all areas of social, environmental, economic and industrial policymaking and in promoting investments towards innovation."
- 258.** The Government member of Barbados seconded Brazil's subamendment.

- 259.** The Government members of Saudi Arabia, speaking on behalf of the Gulf Cooperation Council, and of South Africa, speaking on behalf of the Africa group, supported the subamendment presented by the Government member of Sweden on behalf of the EU Member States given in paragraph 247 above.
- 260.** The Worker Vice-Chairperson proposed a subamendment to remove “decent work” from the first sentence of that amendment and move it to the end of the second sentence. The amendment as subamended now read as follows:

The private sector plays an important role as a principal driver of innovation, economic growth, and job creation in the transition towards sustainable and inclusive economies. The public sector plays an equally important role in terms of strengthening national capacities for coordinating across all areas of social, environmental, economic and industrial policymaking and in promoting investments towards innovation and decent work. Together they are a catalyst for building a more sustainable and inclusive future.

- 261.** The Employer Vice-Chairperson supported the subamendment put forward by the Government member of Sweden on behalf of the EU Member States given in paragraph 247. On the basis of that text, she put forward a subamendment that removed “decent work” from the first sentence; added “A well-funded” before “public sector; and added the words “and in promoting decent work” after industrial policy”. The amendment as subamended now read:

The private sector plays an important role as a principal driver of innovation, economic growth, and job creation and in the transition towards sustainable and inclusive economies. A well-funded public sector plays an equally important role. To take full advantage of these roles at the scale required, governments should take the lead in promoting investment towards innovation, and in coordinating across all areas of social, environmental, economic and industrial policies, and in promoting decent work. Together they are a catalyst for building a more sustainable and inclusive future.

- 262.** The Worker Vice-Chairperson supported the subamendment proposed by the Employers’ group.
- 263.** The Government members of Chile, speaking on behalf of GRULAC, and of Türkiye supported the subamendment.
- 264.** As there was consensus to adopt the last proposal submitted by the Employers, the remaining amendments (A.164, A.57, A.167, and A.166) fell.
- 265.** Point 7 was adopted as amended.

New point after point 7

- 266.** The Employer Vice-Chairperson put forward an amendment (A.103) to insert a new point after point 7, to read:

Inclusive just transitions entail a strong gender dimension to address many of the environmental challenges and leverage potential opportunities.

- 267.** The aim was to rectify previous deletions of references to gender. A strong gender dimension should be included in section I of the conclusions because that section touched on all elements of just transition. Moreover, there was a proposed deletion of a gender reference in point 15.
- 268.** The Government member of Zambia felt that the paragraph was open to misinterpretation and should be more simply formulated. Otherwise, it could be omitted here, but included under point 15.

- 269. The Government member of Argentina proposed a subamendment for the paragraph to finish at “gender dimension”, to read simply: “Inclusive just transitions entail a strong gender dimension”.
- 270. The Government members of Canada and of Sweden, on behalf of the EU Member States, supported the original wording as submitted by the Employers.
- 271. The Employer Vice-Chairperson said her group wished to retain the original wording and did not support Argentina’s subamendment.
- 272. The Chairperson noted that the subamendment by Argentina had not been seconded.
- 273. The Government member of Argentina withdrew his subamendment.
- 274. The amendment (A.103) was adopted, and the new point was included after point 7.

Title of section II

- 275. The title of section II was adopted without amendment.

Point 8

- 276. The text of point 8 submitted to the Committee by the Drafting Group read as follows:

A just transition is key to attaining the ILO’s mandate for social justice [, sustainable development] and to a human-centred approach to the future of work.
- 277. The Employer Vice-Chairperson introduced an amendment to replace the text of point 8 as follows: “The ILO’s mandate for social justice and a human-centred approach to the future of work is key to attaining a just transition.” She explained it as a structural adjustment: just transition was an outcome, not a means to an end. The ILO mandate and human-centred approach provided the essential elements to achieve just transition.
- 278. The Worker Vice-Chairperson asked for clarification as to whether the implementation of the ILO’s mandate was key to achieving a just transition.
- 279. The Employer Vice-Chairperson clarified that the ILO mandate seeks to achieve the social justice that is needed for a just transition. Implementation of the ILO mandate would lead to just transition.
- 280. The Worker Vice-Chairperson said that she would like to hear from other Committee members as to whether there was a need to add “achievement of” or “alignment with the ILO mandate” to give clarity to the wording. She proposed a subamendment to read: “the achievement of the ILO’s mandate for social justice and a human-centred approach to the future of work is key to attaining a just transition.”
- 281. The Employer Vice-Chairperson wished to hear the views of the Government members of the Committee regarding the subamendment.
- 282. The Government member of South Africa, speaking on behalf of the Africa group, supported the subamendment and proposed a further subamendment to delete “attaining”.
- 283. The Government member of New Zealand supported the further subamendment as proposed by South Africa.
- 284. The Government member of Sweden, speaking on behalf of the EU Member States, supported the subamendment put forward by the Workers’ group and could also be flexible regarding the further subamendment proposed by the Africa group.

- 285. The Government member of Chile, speaking on behalf of GRULAC, agreed with the comments of the EU Member States.
- 286. The Employer Vice-Chairperson and the Worker Vice Chairperson supported the further subamendment.
- 287. Point 8 was adopted as subamended.

Point 9

- 288. Point 9 was adopted without amendment.

Point 10

- 289. Point 10 was adopted without amendment.

Point 11

- 290. The text of point 11 submitted to the Committee by the Drafting Group read as follows:

A just transition is central to delivering sustainable development in its economic, social, and environmental dimensions and to addressing the linkages between them. It is instrumental in taking ambitious action on environmental and climate change and pursuing the realization of the goals and commitments of the Paris Agreement [and other international environmental agreements relevant to a just transition / as appropriate].

- 291. The Employer Vice-Chairperson introduced an amendment (A.43) to delete “and other international environmental agreements relevant to a just transition”, which was placed within brackets, and keep “as appropriate”.
- 292. The Worker Vice-Chairperson did not agree with the amendment of the Employers’ group and preferred to keep the text as it was, including “as appropriate”.
- 293. The Government member of Chile, speaking on behalf of GRULAC, proposed to move “as appropriate” after “Paris Agreement” and keep “and other international environmental agreements relevant to a just transition”, for the phrase to read as follows: “It is instrumental in taking ambitious action on environmental and climate change and pursuing the realization of the goals and commitments of the Paris Agreement, as appropriate, and other international environmental agreements relevant to a just transition”.
- 294. The Government member of Sweden, speaking on behalf of the EU Member States, rejected the Employers’ proposed amendment which was less ambitious in scope and made the text weaker.
- 295. The Government member of Togo preferred to retain the Drafting Group’s text of point 11, including “as appropriate”. Many international initiatives in addition to the Paris Agreement could help to achieve just transition.
- 296. The Employer Vice-Chairperson withdrew her group’s amendment (A.43)
- 297. The Government member of Chile, speaking on behalf of GRULAC, introduced an amendment (A.84) to move the words “as appropriate” to follow “Paris Agreement” and to keep “and other international environmental agreements relevant to a just transition”. The amendment would read as follows:

It is instrumental in taking ambitious action on environmental and climate change and pursuing the realization of the goals and commitments of the Paris Agreement and, as appropriate, other international environmental agreements relevant to a just transition.

- 298. The Employer Vice-Chairperson and the Worker Vice-Chairperson supported the amendment.
- 299. The Government member of South Africa, speaking on behalf of the Africa group, supported the amendment.
- 300. Point 11 was adopted as amended
- 301. Two further amendments to point 11, submitted by the Worker members (A.13) and by the EU Member States (A.120) fell.

Point 12

- 302. The text of point 12 submitted to the Committee by the Drafting Group read as follows:

Ensuring a just transition is important for all countries at all levels of development, and for all economic sectors, the formal as well as the informal economy, and should be based on national [circumstances and] development priorities.
- 303. The Government member of Sweden, speaking on behalf of the EU Member States, introduced an amendment (A.121) to add “in line with” instead of “based on”.
- 304. The Worker Vice-Chairperson said her group was flexible but preferred the text of point 12 as submitted to the Committee by the Drafting Group.
- 305. The Employer Vice-Chairperson said her group was also flexible, but with a preference for the original language.
- 306. The Government member of Canada supported the amendment of the EU Member States.
- 307. The Government member of South Africa, speaking on behalf of the Africa group, supported the amendment (A.121) of the EU Member States.
- 308. The amendment was adopted.
- 309. The Worker Vice-Chairperson introduced her group’s amendment (A.15) to delete “circumstances and” because national development priorities were developed in a tripartite manner, taking account of national circumstances. An identical amendment (A.122) had been submitted by the EU Member States.
- 310. The Employer Vice-Chairperson did not agree with deleting “circumstances and” as different countries had different national development priorities and circumstances. It was particularly important for the developing world.
- 311. The Government member of Sweden, speaking on behalf of the EU Member States, agreed with the Workers’ group to delete “circumstances and” as national priorities would necessarily be based on national circumstances.
- 312. The Government member of Chile, speaking on behalf of GRULAC, supported the amendment.
- 313. The Government member of South Africa, speaking on behalf of the Africa group, supported the amendment.
- 314. The Employer Vice-Chairperson agreed with the amendment as she observed there was a consensus in its favour.
- 315. The amendments (A.15 and A.122) were adopted.
- 316. Point 12 was adopted as amended.

Point 13

317. The text of point 13 submitted to the Committee by the Drafting Group read as follows:

Strong social [commitment / consensus] is fundamental. Social dialogue [must / should] be integral to policymaking and implementation. [Engagement / Consultations] should take place with all concerned stakeholders.

- 318.** The Chairperson drew the Committee's attention to the bracketed text separated with forward slashes, which required the Committee to choose their preferred options from alternative wordings.
- 319.** In respect of the first bracketed text, the Worker Vice-Chairperson proposed the use of the word "consensus" rather than "commitment." She indicated that in this context, "commitment" was not sufficient.
- 320.** The Employer Vice-Chairperson noted a preference for the word "commitment" over "consensus."
- 321.** The Government members of Chile, on behalf of GRULAC, China and New Zealand supported "commitment" above "consensus".
- 322.** The Government representative of South Africa, speaking on behalf of the Africa group, proposed that both "commitment" and "consensus" be retained.
- 323.** The Worker Vice-Chairperson indicated that her group could support the use of both words.
- 324.** The Employer Vice-Chairperson retained her preference for "commitment." The Employers' group could not support the use of both words.
- 325.** The Government member of Sweden, speaking on behalf of the EU Member States, said that he could support the use of both "commitment" and "consensus."
- 326.** The Employer Vice-Chairperson said that in a spirit of compromise, the group was prepared to accept use of both words.
- 327.** The Chairperson noted that the subamendment was adopted. The first sentence should therefore read: "Strong social commitment and consensus is fundamental."
- 328.** The Employer Vice-Chairperson proposed inserting the word "tripartite" before "social dialogue" to read "Tripartite social dialogue ..."
- 329.** The Worker Vice-Chairperson noted a preference for the broader term "social dialogue," which would also encompass bipartite social dialogue between workers and employers at enterprise level. Social dialogue was not always tripartite in nature.
- 330.** The Employer Vice-Chairperson explained that they proposed the use of the term "tripartite social dialogue" because the point specifically referred to dialogue for the purpose of "policymaking," which should be tripartite in nature.
- 331.** The Government member of South Africa, speaking on behalf of the Africa group, expressed support for the term "tripartite social dialogue."
- 332.** The Government member of Barbados supported the use of the broader term "social dialogue." He indicated that in his country, the process of policymaking often involved non-state actors other than employers and workers, including the general public. Consequently, he supported the use of the term "social dialogue" rather than "tripartite social dialogue."
- 333.** The Government member of China supported the view expressed by the Government of Barbados.

- 334.** The Employer Vice-Chairperson pointed out that the Guidelines for a just transition referred to tripartite social dialogue in respect of policymaking, which supported the position of the Employers' group.
- 335.** The Worker Vice-Chairperson supported the use of the broad term "social dialogue" because that included not only the social partners but also other key stakeholders such as indigenous peoples.
- 336.** The Government member of Sweden, speaking on behalf of the EU Member States, noted that it was preferable to retain the term "social dialogue" and not limit it to "tripartite social dialogue."
- 337.** The Government member of Switzerland supported this point of view.
- 338.** The Employer Vice-Chairperson indicated that her group would be willing to accept the use of the term "social dialogue" instead of "tripartite social dialogue" if Committee members could agree on the use of the term "engagement" rather than "consultations" in the final sentence.
- 339.** The Worker Vice-Chairperson said that her group would not be willing to make that concession. She noted that Convention No. 169 used the term "consultations", and the Workers' group did not want to undermine the Convention. She asked for clarification from the Office on whether "consultations" was the preferred term in relation to developing just transition policies and strategies.
- 340.** The secretariat noted that the Guidelines for a just transition used the term "consultation" in paragraph 19, while in paragraph 13(a) it referred to "adequate, informed and ongoing consultation...with all relevant stakeholders". It was also useful to refer to Article 3 of Convention No. 122, which called for consultations with "representatives of the persons affected by the measures to be taken, and in particular representatives of employers and workers ... with a view to taking fully into account their experience and views and securing their full co-operation in formulating and enlisting support for such policies". Finally, there were other Conventions that on occasion called for "consultations" with organizations representing employers and workers. For example, the Vocational Rehabilitation and Employment (Disabled Persons) Convention, 1983 (No. 159) called, in Article 5, for consultations with representative organizations of and for disabled persons. Similarly, the Convention No. 169 referred to consultation with indigenous peoples related to land rights and extraction of natural resources.
- 341.** The Employer Vice-Chairperson indicated that, considering the secretariat's explanation, her group could support the Workers' group's suggestion that both "engagement" and "consultations" be used but suggested adding "as appropriate" at the end of the point.
- 342.** The Worker Vice-Chairperson indicated that her group could not support the addition of "as appropriate."
- 343.** The Employer Vice-Chairperson suggested using the term "relevant stakeholders" instead.
- 344.** The Worker Vice-Chairperson indicated that they could support use of the term "relevant stakeholders" instead of "concerned stakeholders."
- 345.** The Government member of Sweden, speaking on behalf of the EU Member States, said that his group could support the use of both "engagement" and "consultations," and that the use of either "relevant" or "concerned" were also acceptable.
- 346.** The Chairperson noted that consensus had been reached on all proposed amendments to the point expect for the use of "must" or "should" after "social dialogue."

- 347. The Employer Vice-Chairperson and the Worker Vice-Chairperson both expressed a preference for the use of the term “must.”
- 348. Since “must” seemed to be the preferred term, the Government member of Sweden, speaking on behalf of the EU Member States, withdrew his amendment supporting the use of the term “should.”
- 349. Point 13 was adopted as amended.

Point 14

- 350. Point 14, as submitted to the Committee by the Drafting Group, read as follows:

Human rights and fundamental principles and rights at work should be respected, promoted and realized. International labour standards should be ratified and effectively implemented. [The right to remedy and reparation to all affected workers and communities should be guaranteed.]

- 351. The Chairperson indicated that two identical amendments had been received for this point (A.52 and A.126) respectively by the Employers’ group and by the EU Member States to delete the final, bracketed sentence entirely.
- 352. The Employer Vice-Chairperson stated that the deletion of text in brackets was needed as it diluted the notion of fundamental principles and rights at work.
- 353. The Worker Vice-Chairperson did not support the amendments. Rather than weakening fundamental principles and rights at work, the reference to remedy and reparations strengthened them. The bracketed text was consistent with pillar three of the UN *Guiding Principles on Business and Human Rights* and with the 2021 ILO briefing note on the linkages between international labour standards, and National Action Plans on Business and Human Rights.
- 354. The Government member of Sweden, speaking on behalf of the EU Member States, said that his group supported the deletion of the bracketed text because it touched on issues that fell outside the mandate of the ILO.
- 355. The Government members of Chile, speaking on behalf of GRULAC, South Africa, and Switzerland, supported the deletion of the bracketed sentence.
- 356. The Employer Vice-Chairperson proposed that the bracketed text that referred to “the right to remedy and reparation” be removed from the text.
- 357. The Worker Vice-Chairperson agreed to withdraw her group’s opposition to the removal of the bracketed text.
- 358. Both amendments (A.52 and A126) were adopted.
- 359. Point 14 was adopted as amended.

Point 15

360. Point 15, as submitted to the Committee by the Drafting Group, read as follows:

[Social inclusion and equality should be promoted, paying particular attention to groups in vulnerable situations] / [Gender equality, social inclusion and equity should be promoted, paying particular attention to indigenous and tribal peoples and groups in vulnerable situations].

361. The Chairperson again drew the Committee's attention to the forward slashes in the text, requiring members to choose their preferred options.

362. The Worker Vice-Chairperson expressed a preference for the second bracketed sentence and indicated that this sentence had enjoyed the most support during the drafting stage of the conclusions.

363. The Employer Vice-Chairperson indicated that they could not support the Workers' group's proposal since there was already a reference to gender equality elsewhere in the text.

364. The Government member of Chile, speaking on behalf of GRULAC, indicated that his group supported the Workers' group's proposal to retain the second bracketed sentence. The fact that gender equality was mentioned elsewhere in the text did not preclude it from being referenced here.

365. The Government member of Saudi Arabia, speaking on behalf of the Gulf Cooperation Council said that his group preferred the first bracketed sentence.

366. The Government members of Argentina, Australia, Barbados, Canada and the United States all supported retention of the second bracketed sentence since it was important to include a reference to indigenous and tribal peoples when addressing just transition.

367. The Employer Vice-Chairperson noted that there appeared to be consensus in the room for the second option, and her group, in a spirit of compromise was prepared to join that consensus.

368. The Chairperson noted that consensus had been reached on deleting the first bracketed sentence and retaining the second bracketed sentence.

369. Point 15 was adopted as amended.

Point 16

370. The text of point 16, as submitted to the Committee by the Drafting Group, read as follows:

Policy coherence at all levels and across different fields should be fostered. Adequate provisions for financing for a just transition should be put in place.

371. The Government member of Japan introduced an amendment (A.108) to replace "put in place" with "considered". The text under discussion was not a legal document, and the phrase "put in place" was binding.

372. The amendment was not seconded and fell.

373. The Government member of Chile, speaking on behalf of GRULAC, withdrew his group's proposed amendment (A.78) to move point 16 before section II, title.

374. Point 16 was adopted without amendment.

Point 17

375. The text of point 17, as submitted to the Committee by the Drafting Group, read as follows:

[The promotion of sustainable enterprises as [a / one] fundamental element of a just transition towards sustainable economies by fostering an enabling environment, such as through supportive policies, incentives, and clear regulatory frameworks should be prioritized.]

376. The Employer Vice-Chairperson proposed an amendment (A.63) to replace “The promotion of” with “Fostering an enabling environment for”, delete “as [a / one] fundamental element of a just transition towards sustainable economies by fostering an enabling environment, such as”, and add “is key for a just transition towards sustainable economies and” before “should be prioritized”. The amendment made the language clearer and ensured that the phrase “sustainable enterprises” was in line with the ILO resolution and conclusions concerning the promotion of sustainable enterprises (2007). It was of utmost importance to the group that the conclusions should include the promotion of an enabling environment for enterprise as a guiding principle, and it was important to embrace a just transition that had sustainability, inclusivity and prosperity for all.

377. The Worker Vice-Chairperson did not support the amendment. She proposed an amendment (A.28) that would incorporate the concerns of both the Workers’ and Employers’ groups, which replaced “enterprises as [a / one] fundamental element of a just transition towards sustainable economies” with “public, private and social enterprises”, and a further amendment (A.36), which added the words “that also guarantee social dialogue, decent work and environmentally sustainable business models” before “should be” and under another Worker-sponsored amendment (A.172), she proposed replacing the word “prioritized” with “encouraged”. While the promotion of sustainable enterprises was a key element, including public and social enterprises was also important, as sustainable enterprises did not only refer to private enterprises. In addition, along with the promotion of sustainable enterprises, guaranteeing social dialogue, decent work and environmentally sustainable business models were also vital, especially as this point was set out in the Guiding principles for a just transition. The promotion of sustainable enterprises should lead to an end that supported the objectives of decent work. The text proposed by the Workers’ group now read as follows:

[The promotion of sustainable public, private and social enterprises by fostering an enabling environment, such as through supportive policies, incentives and clear regulatory frameworks that also guarantee social dialogue, decent work and environmentally sustainable business models should be encouraged.]

378. The Employer Vice-Chairperson said that the amendment introduced elements that watered down the proposals by the Employers’ group, which were based on the conclusions concerning the promotion of sustainable enterprises, 2007. The ideas around public, private, and social enterprises represented different concepts and an enabling environment for sustainable enterprises were accepted language, often discussed within the ILO. The amendment proposed by the Workers’ group was radically different from that proposed by the Employers’ group, and thus needed further reflection.

379. The Government member of the United States proposed a subamendment to the amendment proposed by the Employer Vice-Chairperson to add “, including sustainable public, private and social enterprises” after “sustainable enterprises”. This could combine some of the ideas proposed and build consensus. In terms of fleshing out the elements that would be guaranteed, these might be built into the definition of sustainable enterprises.

380. The Worker Vice-Chairperson noted that in introducing amendments to section II of the conclusions, her group was seeking to bring balance to the text. She recognized the wish of

the Employers group to not dilute point 17 but stressed that for her group the insertion of the word “guarantee” in that point was important. She indicated that her group was willing to consider splitting point 17 into two separate sentences.

381. The Employer Vice-Chairperson supported the subamendment introduced by the Government of the United States. She did not agree with the part of the amendment of the Workers’ group that referred to social dialogue being “guaranteed”. Social dialogue could be respected, but not guaranteed. On the other hand, the term “public, private and social enterprises” had previously been accepted and her group did not object to adding it. Therefore, she proposed that the first amendment proposed by the Workers (A.28), adding “public, private and social enterprises” be adopted and that the second (A.60), to add the words “that also guarantee social dialogue, decent work and environmentally sustainable business models” after the word “frameworks”, be subject to further consideration.
382. The Worker Vice-Chairperson noted that the purpose of the proposed amendment was to strike a balance between “public” and “private” and indicated her willingness to consider the creation of another clause in order to consider “public” and “private” enterprises separately.
383. The Government member of Argentina noted that there was agreement that the first part of the proposed amendment of the Workers’ group should be adopted and proposed that only the second part of it be bracketed.
384. The Government member of South Africa, speaking on behalf of the Africa group, supported the proposal by Argentina.
385. The Worker Vice-Chairperson noted that adopting the first part of her group’s proposed amendment would have implications for the second part and indicated that the entire clause should be bracketed.
386. The Employer Vice-Chairperson proposed a further subamendment to add, after the words “supportive policies”, the words “should be coupled with the promotion of effective social dialogue, decent work, and environmentally sustainable business models”.
387. The Employer Vice-Chairperson proposed the following subamendment to her group’s amendment (A.63). It read as follows:

The promotion of sustainable public, private and social enterprises by fostering an enabling environment, such as through supportive policies, incentives, and clear regulatory frameworks is key for a just transition. Supportive policies should be coupled with the promotion of effective social dialogue, advancement of decent work and the promotion of environmentally sustainable business models.

388. The Government members of Chile, speaking on behalf of GRULAC, Kiribati, South Africa, speaking on behalf of the Africa group, and Sweden, speaking on behalf of the EU Member States, supported the subamendment submitted by the Employers’ group.
389. The Worker Vice-Chairperson pointed out that the phrase “supportive policies” was mentioned twice and suggested that the second reference to “supportive policies” be replaced with the words “such policies and incentives”. The text would then read as follows:

The promotion of sustainable public, private and social enterprises by fostering an enabling environment, such as through supportive policies, incentives, and clear regulatory frameworks is key for a just transition. Such policies and incentives should be coupled with the promotion of effective social dialogue, advancement of decent work and the promotion of environmentally sustainable business models.

- 390.** The Employer Vice-Chairperson supported this subamendment, as did the Government member of Chile, speaking on behalf of GRULAC.
- 391.** The amendment submitted by the Employers' group (A.63) was adopted as subamended. Accordingly, all remaining amendments (A.28, A.60, A.29, A.36, and A.127) fell.
- 392.** Point 17 was adopted as subamended.

Title of section III

- 393.** The title of section III, as submitted to the Committee by the Drafting Group, read as follows:
- [III. Industrial policies and technology for sustainable development]
- 394.** Two amendments were submitted to the title of section III, submitted by the EU Member States (A.128) and the Employers' group (A.65), both of which proposed to delete the title entirely.
- 395.** The Government member of Sweden, speaking on behalf of the EU Member States, stated that section III originally included three points. As only point 18 remained, one point alone did not merit a title.
- 396.** The Employer Vice-Chairperson supported the amendment of the EU Member States.
- 397.** The Worker Vice-Chairperson asked, should the title be deleted, if point 18 would be included in section II.
- 398.** The Government member of Sweden, speaking on behalf of the EU Member States, confirmed his understanding that point 18 would be included in section II.
- 399.** The two amendments were adopted and the title of section III was deleted from the draft.

Point 18

- 400.** The text of point 18, as submitted to the Committee by the Drafting Group, read as follows:

[Recognizing the ILO mandate as expressed in the Philadelphia Declaration: Confident that the fuller and broader utilization of the world's productive resources necessary for the achievement of the objectives set forth in this Declaration can be secured by effective international and national action, including measures to expand production and consumption, to avoid severe economic fluctuations to promote the economic and social advancement of the less developed regions of the world, to assure greater stability in world prices of primary products, and to promote a high and steady volume of international trade, the Conference pledges the full cooperation of the International Labour Organization with such international bodies as may be entrusted with a share of the responsibility for this great task and for the promotion of the health, education and well-being of all peoples.

Recognizing that there is a climate emergency and that production and consumption should take into consideration people's well-being and the commitments under the Paris Agreement and other environmental Conventions.

Industrial policies and technology should be a key part of the just transition policies to allow governments to comply with the UNFCCC's NDCs and SDGs, to respond to worker well-being and the planetary boundaries, taking into consideration the energy sources and to shape a transition and pursuing the realization of the goals and commitments undertaken under the Paris Agreement and other international agreements.]

/

[Recognizing the ILO mandate as expressed in part IV of the Philadelphia Declaration and that there is a climate crisis, industrial and productive development policies and access to technology should be a key part of the just transition, [in the interest of / to ensure] the well-being of all people and the planetary boundaries.]

401. The Chairperson indicated that point 18 contained bracketed text with a forward slash, which again meant that there were alternative texts from which Committee members had to choose their preferred options.
402. The Worker Vice-Chairperson noted that Japan had sought to refine this point in its proposed amendment (A.110), by inserting the words “considered as” between the words “should be”. And “a key part of” in the third paragraph of the first option. She proposed a subamendment to the second of the two versions of point 18, to delete, after the word “industrial”, the words “and productive development” and to delete, after the word “transition”, the words “in the interest of”.
403. The Employer Vice-Chairperson stated that the Committee must first choose between the two alternative versions of point 18. Her group supported the Workers’ amendment (A.53), which was to delete the first of the alternatives.
404. The amendment (A.53) was adopted. The amendment that had been proposed by Japan (A.110) consequently fell.
405. The Employer Vice-Chairperson introduced an amendment (A.69) to include, after the words “development policies”, the words “including an enabling environment for sustainable enterprises”.
406. The Worker Vice-Chairperson did not support the amendment because there were many elements of industrial policy, of which an enabling environment for sustainable enterprises was only one. According to definitions used by the International Monetary Fund, the World Bank and the United Nations Conference on Trade and Development, the term “industrial policy” included all these elements and there was no need to single out just one component. She proposed a subamendment to delete the words “and productive development” between “industrial” and “policies”.
407. The Employer Vice-Chairperson noted that in earlier discussions of the Committee, her group had stressed that the term “social dialogue” included freedom of association and the right to collective bargaining and there was no need to mention those rights specifically. Nevertheless, the Workers’ group had insisted that these elements of social dialogue be made explicit, and consequently they had been included. She stated that the Committee should be consistent in this regard and include a reference to sustainable enterprises as an element of industrial policy, just as it had included reference to freedom of association and collective bargaining as elements of social dialogue. The term “industrial policy” was quite broad and it was important for her group that the role of sustainable enterprises be highlighted.
408. The Government member of Sweden, speaking on behalf of the EU Member States, did not support the amendment for the same reasons expressed by the Workers’ group. He supported the subamendment of the Workers’ group to delete the words “and productive development” after the word “industrial”.
409. The Government member of South Africa, speaking on behalf of the Africa group, supported neither the Employers’ amendment to include the reference to sustainable enterprise, nor the Workers’ subamendment as her group wished to retain the reference to productive development.
410. The Government member of China did not support the amendment. She indicated that China was willing to consider the subamendment of the Workers’ group.

411. The Employer Vice-Chairperson stated that the inclusion of a reference to sustainable enterprises was crucial to preserving a proper balance in the conclusions, yet she noted that there had been no support for it during the Committee's discussions.
412. The Worker Vice-Chairperson indicated that while the meaning of "industrial policy" was clear, the meaning of "productive development policies" was not. She requested that the Office clarify its meaning. She indicated that her group did not object to a reference to sustainable enterprises per se. However, including a reference to sustainable enterprises without mentioning the other elements of industrial policy would make the text appear incomplete.
413. The secretariat informed the Committee that productive development policies aimed to strengthen the productive structure of a particular economy thereby increasing growth, development, productivity and competitiveness. Productive development policies had been referred to in the ILO Programme and Budget for 2018–19 and mentioned in the Governing Body paper on promoting productivity ecosystems for decent work from 2022 and a regional report on *Digital transition, technological change, and productive development policies in LAC: challenges and opportunities* from 2022.
414. The Employer Vice-Chairperson expressed surprise at the Workers' objection to including a reference to sustainable enterprises. The private sector played a central role in achieving the SDGs and just transitions. Industrial policy and technology were central in just transition policy discussions and were included in the Future of Work Commission. Without well-functioning enterprises and SMEs, how would movement forward on a just transition be possible? It was time to recognize that enterprise and decent work must be a central part of discussions at the ILO.
415. The Government member of the United States noted that point 18 contained references to "productive development policy" as well as to "planetary boundaries". Those were foreign concepts and he recommended refraining from introducing them into the text.
416. The secretariat clarified that the concept of planetary boundaries was first proposed in 2009 by the Stockholm Resilience Centre. To capture the ways in which humans could destabilise the environment and provide a framework to help avoid doing so, nine planetary boundaries were identified. Within those boundaries, humans could operate without risking Earth's ability to support human and other forms of life.
417. The Employer Vice-Chairperson noted that this point referred to the ILO mandate as expressed in the Declaration of Philadelphia, and therefore suggested that "including an enabling environment for sustainable enterprises" be added after "productive development policies", as suggested in their proposed amendment (A.69). Sustainable enterprises were crucial to a just transition.
418. The Worker Vice-Chairperson said that since there was already reference to the Declaration of Philadelphia in the text, there was no need to include the reference to "sustainable enterprises" in point 18.
419. The Government member of Sweden, speaking on behalf of the EU Member States, supported the Workers' group on this question, noting that it was not advisable to highlight a single element pertaining to the ILO mandate and the Declaration of Philadelphia.
420. The Government members of Australia and of Chile, speaking on behalf of GRULAC, expressed a preference for the original text and did not support the inclusion of the reference to "sustainable enterprises" as proposed by the Employers' group.

- 421. The Employer Vice-Chairperson agreed to withdraw her group's amendment (A.69), and to return to the original text proposed by the drafting group.
- 422. The Employer Vice-Chairperson suggested that the bracketed text "[in the interest of / to ensure] the well-being of all people and the planetary boundaries.]" be removed, as suggested in the group's proposed additional amendment (A.71).
- 423. The Worker Vice-Chairperson recalled broad support for the retention of the bracketed text.
- 424. The Government members of South Africa, speaking on behalf of the Africa group, Sweden, speaking on behalf of the EU Member States, and the United States, supported retaining the bracketed text.
- 425. The Employer Vice-Chairperson agreed to withdraw her group's amendment (A.71).
- 426. The Government member of Sweden, speaking on behalf of the EU Member States, introduced an amendment (A.130), to retain "to ensure" rather than "in the interest of".
- 427. The Employer Vice-Chairperson noted that her group was flexible in this regard.
- 428. The Government members of Canada, Chile, speaking on behalf of GRULAC, and South Africa, speaking on behalf of the Africa group, all supported retaining the option "to ensure".
- 429. The amendments put forward by the Government members of the EU (A.130) and by the Workers' group (A.54) were adopted.
- 430. Point 18 was adopted as amended.

Title of section IV

- 431. The title of section IV, as submitted to the Committee by the Drafting Group, read as follows: "IV. The role of governments, employers' and workers' organizations".
- 432. The title of section IV was adopted without amendment.

Point 19

- 433. The text of point 19, as submitted to the Committee by the Drafting Group, read as follows:

[The ILO Guidelines for a just transition towards environmentally sustainable economies and societies for all (2015) provide the central reference for policymaking and a basis for action. Their implementation should be accelerated and scaled up through a reinvigorated framework for action consisting of four interrelated and mutually supportive elements namely: (i) promoting inclusive, sustainable and job-rich economies; (ii) advancing social justice; (iii) managing the process of just transition; and (iv) financing a just transition.]
- 434. The Government member of the United States proposed an amendment (A.169) to add the text "The International Labour Conference endorses the" at the beginning of the first sentence; and to insert the word "which" after the date (2015). An identical amendment had been submitted by the EU Member States (A.132). The Conference had never endorsed the Guidelines for a just transition and this was the opportunity to do so.
- 435. The Employer Vice-Chairperson stated that she preferred the word "reaffirm" to "endorse", as in the amendment submitted by the Workers' group (A.8).
- 436. The Worker Vice-Chairperson supported the amendment proposed by the Government of the United States.
- 437. The Government member of Sweden, speaking on behalf of the EU Member States, said that the term "endorses" had been used to lend greater weight to the phrase and make the

language stronger. The EU Member States supported action-oriented language, as this was an urgent issue. He understood that either “The Conference” or “The International Labour Conference” could be used but requested clarification from the secretariat regarding the use of “endorse”.

- 438. The secretariat responded that the Drafting Group had proposed to use “we endorse”. However, that was not recommended because “we” was not used in conclusions but rather in Declarations. Both “Conference” or “International Labour Conference” would be correct.
- 439. The Employer Vice-Chairperson sought clarification on “reaffirm” versus “endorsed”.
- 440. The secretariat informed the Committee that, the term “reaffirm” was used in the technical report submitted to the Committee but it was the Committee’s prerogative to decide between the two terms.
- 441. The Government member of the United States said he favoured “endorse” because it was stronger. Moreover, “reaffirm” would imply that the Guidelines for a just transition had been affirmed in the past, which was not the case.
- 442. The Government members of Barbados, Canada, and South Africa, speaking on behalf of the Africa group, supported the amendment.
- 443. The Government member of Argentina, speaking on behalf of GRULAC, proposed an amendment (A.98) to revert to the original draft and beginning “The ILO Guidelines for a just transition towards ...”, to avoid having to choose between “endorse” and “affirm”.
- 444. The Employer Vice-Chairperson supported this amendment.
- 445. The Government member of Sweden, on behalf of the EU Member States, did not support GRULAC’s amendment because it watered down the language.
- 446. The Government member of Chile, speaking on behalf of GRULAC, proposed an amendment to replace the word “the” by “a”, before “central” in the first sentence, to read: “The ILO Guidelines for a just transition towards environmentally sustainable economies and societies for all (2015) provide a central reference for policymaking and a basis for action”. The rest of point 19 remained as drafted.
- 447. The Worker Vice-Chairperson did not support the amendment.
- 448. The Employer Vice-Chairperson supported the amendment because there was no one, single authoritative document on just transition, several existed.
- 449. The Government member of the United States did not support the amendment.
- 450. The Government member of Sweden, speaking on behalf of the EU Member States, did not support the amendment.
- 451. The Government member of Barbados understood but did not support GRULAC’s amendment but was in favour of using the definite rather than the indefinite article, as the ILO needed to take a firm position on this issue.
- 452. The Government member of South Africa, speaking on behalf of the Africa group did not support the amendment by GRULAC.
- 453. The Government member of the United States stated there had been discussion in the Governing Body on whether the question of just transition should be dealt with as a standard-setting or general discussion item, but as there was already an authoritative document on just transitions, it had been felt that there was no need for standard-setting. But now the

Committee was saying that there were many different documents and that the Guidelines for a just transition was not the only one. The aim was to empower the ILO and not undermine its instruments.

- 454.** The Worker Vice-Chairperson supported the position expressed by the Government member of the United States.
- 455.** The Government member of Sweden, speaking on behalf of the EU Member States, submitted an amendment (A.132) to “endorse” the Guidelines for a just transition.
- 456.** The Government member of the United States presented an amendment proposed jointly by his Government and that of the United Kingdom (A.169) to begin point 19 with the words “The International Labour Conference endorses” the ILO Guidelines This gave renewed strength to the Guidelines and could help the ILO to advance the concept of just transition.
- 457.** The Government members of Canada, Chile, speaking on behalf of GRULAC, South Africa, speaking on behalf of the Africa group, and the Employer and Worker Vice-Chairpersons supported the formulation proposed by the Government members of the United Kingdom and the United States.
- 458.** The amendment (A.169) was adopted.
- 459.** The remaining textual amendments accordingly fell or were withdrawn (A.132, A.8, A.98, A.73, A.170 and A.75).
- 460.** Point 19 was adopted as amended.
- 461.** The Worker Vice-Chairperson noted that her group had submitted a similar amendment (A.7) to the amendment submitted jointly by the Governments of the United Kingdom and the United States. The Workers’ amendment consisted of moving point 19 before the title of section II.
- 462.** The amendment was supported by the Government members of Chile, speaking on behalf of GRULAC, and of South Africa, speaking on behalf of the Africa group, of the United States and by the Employer Vice-Chairperson.
- 463.** The amendment (A.7) was adopted.
- 464.** The Government members of the United Kingdom and the United States withdrew their joint amendment (A.105).
- 465.** Point 19, adopted as amended, was moved to before the title of section II.

Point 20

- 466.** The text of point 20(a) to (e) submitted to the Committee by the Drafting Group read as follows:

Governments, in consultation with the most representative employers’ and workers’ organizations should:

- (a) formulate, implement, monitor and evaluate gender responsive, integrated and coherent just transition frameworks that are coordinated with relevant economic, social and environmental policies;
- (b) integrate measures into environmental and climate policies such as nationally determined contributions to the Paris Agreement and net-zero targets, and into coherent, integrated and comprehensive employment, social protection and industrial policies to advance a just transition;
- (c) establish mechanisms for intra-governmental collaboration and coordination of policies for a just transition;

- (d) [establish pro-employment macroeconomic frameworks and promote appropriate use of fiscal and monetary instruments, including progressive taxation, to ensure fiscal space for a just transition and to incentivize structural transformation;]
- (e) promote [the development of sustainable enterprises and the] full, productive and freely chosen employment and decent work as a core objective of a just transition;

467. Since no amendments to the chapeau of point 20 had been proposed, it was adopted without amendment.

Point 20(a)

468. The Government member of the United States proposed to amend the text of clause 20(a) by inserting the word “inclusive” between “responsive” and “integrated” (A.115). He noted that inclusivity was an important value within the framework of just transition.

469. The Employer Vice-Chairperson and the Worker Vice-Chairperson both supported the amendment.

470. Point 20(a) was adopted as amended.

Point 20(b)

471. One amendment to point 20(b) had been submitted by the Government member of Japan to replace the word “integrate” at the beginning of the sentence with the words “consider integration of”.

472. The Government member of Japan withdrew the proposed amendment (A.111).

473. Point 20(b) was adopted without amendment.

Point 20(c)

474. The Government member of Sweden, speaking on behalf of the EU Member States, proposed an amendment (A.113) to add the text “at national, regional and local levels” to the end of the clause to make it clear that intra-governmental collaboration and coordination of policies would require the involvement of all levels of government.

475. The Employer Vice-Chairperson, the Worker Vice-Chairperson, the Government member of Chile, speaking on behalf of GRULAC, and the Government member of South Africa, speaking on behalf of the Africa group, supported the proposed amendment.

476. Point 20(c) was adopted as amended.

Point 20(d)

477. The Chairperson noted that eight proposed amendments (A.27, A.76, A.77, A.134, A.113, A.79, A.9, and A.116) to point 20(d) had been received.

478. The amendment submitted by the Government of Türkiye (A.27) to delete the entire point was not seconded and therefore fell.

479. The Employer Vice-Chairperson withdrew her group’s amendment (A.76) to replace the word “promote” by the word “develop”, and to delete the words “use of” after “appropriate”. She introduced a further amendment (A.77), which proposed that the words “including progressive taxation” be removed from point 20(d) and be replaced by the words “including an appropriate combination of taxes, subsidies, incentives and loans”. She argued that the issue of tax policy was complex and multifaceted and fell outside the mandate of the ILO. Progressive taxation

could have negative consequences for the economy. It could hinder economic growth and reduce incentives for investment. While the Employers' group acknowledged the importance of fair and just tax systems, it was crucial to understand that excessive taxation and excessive progressivity could have a negative impact on economic growth. Her group believed that it was preferable to use language taken directly from the Guidelines for a just transition to foster a conducive environment and to support economic activity.

480. The Worker Vice-Chairperson favoured retaining the phrase "progressive taxation" in the text. The Workers' group did not believe that the issue of tax policy fell outside the scope of the ILO's mandate. The ILO had acknowledged the importance of taxation as a means to achieve social justice. The ILO resolution concerning inequalities and the world of work specifically referred in its paragraph 3 to the "ineffectiveness of tax systems, illicit financial flows, lack of adequate corporate, financial and wealth taxation" as contributing factors to high levels of inequality between and within countries. In the context of just transition, it was important to refer to fair taxation to ensure that gains were spread sufficiently throughout society.
481. The Government member of Sweden, speaking on behalf of the EU Member States, noted that his group's own amendment (A.134) also suggested deleting the reference to "progressive taxation" because the details of how taxes should be imposed remained under national competence. However, he indicated that his group was open to the additional text proposed by the Employers' group.
482. The Government member of Japan supported the amendment proposed by the Employers' group and the amendment proposed by Sweden, on behalf of the EU Member States. She observed that there was no reference to taxation in the Paris Agreement.
483. The Government member of South Africa, speaking on behalf of the Africa group, noted support for the deletion of the phrase "progressive taxation" and indicated that her group also remained open to the amendment proposed by the Employers' group.
484. The Government member of Chile, speaking on behalf of GRULAC, supported the amendment proposed by the EU Member States.
485. The Worker Vice-Chairperson noted that the document should establish a clear mandate for the ILO within the context of the multilateral system. The ILO, the World Bank, and other UN agencies were engaged in substantive discussions on just transition, and the debates had moved on from the Paris Agreement, negotiated eight years previously. The issue of fair taxation towards just transition represented a global objective, and the issue of financing and taxation were active discussions that were going on across the multilateral system, including in relation to the Bridgetown Initiative. The ILO needed to be bold and explicitly recognize that taxation was a crucial element of fiscal policy. To achieve social justice within and among Member States required a strong voice from the ILO, especially in relation to its most vulnerable Member States. She added that within the ILO there was already a recognition that taxation had the highest potential of contributing to demand growth and economic stability, especially when the highest income earners were targeted. She proposed a subamendment to delete "an appropriate" and to retain the words "combination of taxes, subsidies, incentives and loans" as proposed by the Employers' group. The phrase "to ensure fiscal space for a just transition and to incentivize structural transformation" should be retained, but the words "to reduce inequalities" should be added to the end of the sentence. It should therefore read as follows:

establish pro-employment macroeconomic frameworks and promote appropriate use of fiscal and monetary instruments, including a combination of taxes, subsidies, incentives and loans

to ensure fiscal space for a just transition, to incentivize structural transformation, and to reduce inequalities.

- 486.** The Employer Vice-Chairperson indicated that just transition aimed to reduce inequalities and she saw no need for the explicit reference to the phrase “to reduce inequalities” in the text. The wording that her group proposed (“an appropriate combination of taxes, subsidies, incentives and loans”) was lifted directly from paragraph 19(c)(i) of the Guidelines for a just transition.
- 487.** The Government member of Chile, speaking on behalf of GRULAC, supported the amendment proposed by the EU Member States, namely, to delete the reference to “progressive taxation”.
- 488.** The Worker Vice-Chairperson pointed out that their subamendment to add “and reduce inequalities” was consistent with the Guidelines for a just transition. The Guidelines for a just transition referred in paragraph 19(c)(ii) to “implementing environmental tax reform that could also help financing the compensation of those disproportionately affected by the transition towards economically sustainable activities”. Reducing inequalities was therefore consistent with the Guidelines for a just transition. While her group preferred retaining “progressive taxation,” the subamendment proposed represented a compromise and was an attempt to reach consensus. She therefore called for favourable consideration of their subamendment and the retention of the phrase “and to reduce inequalities.”
- 489.** The Government member of Sweden, speaking on behalf of the EU Member States, indicated that in a spirit of compromise, his group was willing to support the amendment proposed by the Employers’ group and the subamendment proposed by the Workers’ group.
- 490.** The Employer Vice-Chairperson indicated that her group could follow the EU Member States in that proposal.
- 491.** The Government member of Chile, speaking on behalf of GRULAC, supported the proposal by the EU Member States.
- 492.** The Employers’ amendment (A.77) as subamended was adopted. Amendments A.134 and A.113 fell.
- 493.** The Employer Vice-Chairperson proposed a further amendment (A.79) to clause 20(d) to add “to encourage a transition towards economically sustainable activities, and”, following “progressive taxation”. This amendment made use of language taken from the Guidelines for a just transition, paragraphs 19(c)(i) and (ii).
- 494.** The Worker Vice-Chairperson put forward a subamendment to include not only activities but the economy as a whole. She proposed adding the words “towards environmentally sustainable economies” after “just transition”.
- 495.** The Government member of Sweden, on behalf of the EU Member States, proposed a subamendment to bring the text into line with the Guidelines for a just transition, which employed the term “environmentally sustainable activities” instead of “economies”.
- 496.** The Employer Vice-Chairperson and the Worker Vice-Chairperson supported the proposed subamendments.
- 497.** The Employers’ amendment (A.79) to point 20(d) was adopted as subamended.
- 498.** The Worker Vice-Chairperson withdrew her group’s amendment (A.9) to include the phrase “, such as corporate, financial and wealth taxation” after the words “progressive taxation”.
- 499.** The Government member of Japan withdrew his Government’s amendment (A.116) to replace the word “ensure” by the word “consider”.

500. Point 20(d) was adopted as amended and subamended.

Point 20(e)

- 501.** Two identical amendments to clause 20(e) were introduced by the EU Member States (A.135) and the Workers' group (A.10) to delete the words "the development of sustainable enterprises and the" from the sentence.
- 502.** The Worker Vice-Chairperson stressed that her group was not trying to remove all references to sustainable enterprises from the conclusions. However, the reference in this clause to full, productive and freely chosen employment and decent work as a core objective of a just transition was of such importance that her group would prefer that it were not amended. She recalled that Convention No. 122 established full, productive and freely chosen employment as a major policy goal.
- 503.** The Government member of Sweden, speaking on behalf of the EU Member States, noted that the clause dealt with promoting full, productive and freely chosen employment. This was a core task for governments and should be included in a straightforward manner in point 20(e). The intention was by no means to delete references to sustainable enterprises from the conclusions. Indeed, sustainable enterprises were included in point 10, which had been adopted unanimously, and further on in point 20(l).
- 504.** The Employer Vice-Chairperson stated that she was quite concerned that the EU Member States and the Workers' group sought to remove every reference to sustainable enterprises, which were essential for achieving just transitions. The draft conclusions needed to achieve ownership by all groups and her group needed references to sustainable enterprises to be included.
- 505.** The Worker Vice-Chairperson noted that part IV addressed the roles of governments, and employers' and workers' organizations and the Committee should remain focused on that. She recalled that point 20(l) addressed enabling environments for sustainable enterprises and that the Committee had not yet discussed it. There should be no concern that her group sought to delete all references to sustainable enterprises. Point 20(e) should be a stand-alone clause that referenced decent work and full, productive and freely chosen employment only. There were many examples in ILO documents of such a stand-alone reference, including in ILO Convention No. 122.
- 506.** The Government member of Chile, speaking on behalf of GRULAC, supported the amendment. He noted that his group supported the principle of sustainable enterprises and did not wish to diminish their importance. However, they were mentioned elsewhere in the text and point 20 would be more coherent if point 20(e) did not refer to them.
- 507.** The Government member of Sweden, speaking on behalf of the EU Member States, said that his group in no way wished to delete the reference to the development of sustainable enterprises. It was an important subject and it merited to be mentioned twice – here and elsewhere in the conclusions. The idea of deleting this reference was to keep two subjects (enterprise development and employment promotion) separate. His group was now in agreement to withdraw the amendment.
- 508.** The Chairperson informed the Government member of Sweden that as the amendment was under discussion, it could not be withdrawn.
- 509.** The Government member of Sweden, speaking on behalf of the EU Member States, proposed a subamendment: to split point 20(e) into two separate clauses, with 20(e) to read as follows:

“Promote full, productive and freely chosen employment and decent work as a core objective of a just transition”. A new clause 20(f) could then read “Promote the development of sustainable enterprises.”

- 510.** The Worker Vice-Chairperson said that her group had no intention of withdrawing its identical amendment (A.10) despite the subamendment submitted by the Government member of Sweden on behalf of the EU Member States.
- 511.** The Government member of Canada supported the subamendment proposed by the Government member of Sweden on behalf of the EU Member States.
- 512.** The Worker Vice-Chairperson said that enterprises were mentioned in points 20(e) and 20(l). She agreed with the proposal by the Government member of Sweden on behalf of the EU Member States to split the subjects and proposed placing point 20(l) after point 20(e) to become new clause 20(f). There was no reason to have it feature twice in point 20.
- 513.** The Employer Vice-Chairperson said that Employers’ group could align with the subamendment put forward by the Government member of Sweden on behalf of the EU Member States, and subamended that proposed text by adding the words “as an enabler of just transition” at the end of the phrase, to read as follows: “Promote the development of sustainable enterprises as an enabler of just transition”. Her group could not acquiesce to the subamendment proposed by the Workers’ group.
- 514.** The Worker Vice-Chairperson repeated that the topic had already been covered and did not need mentioning twice in point 20. The part from 20(e) on “the development of sustainable enterprises” could be merged with 20(l) as a subamendment to the proposal by the Government member of Sweden on behalf of the EU Member States, making 20(l) read as follows:

promote the development of sustainable enterprises and create an enabling environment for innovation and entrepreneurship, including improved access to finance and business development services particularly to allow micro, small and medium-sized enterprises to pursue environmentally sustainable business models.
- 515.** The Employer Vice-Chairperson agreed to make revised 20(l) a new clause to be inserted after 20(e).
- 516.** The Government members of Chile, speaking on behalf of GRULAC, of South Africa, speaking on behalf of the Africa group, and of Sweden, speaking on behalf of the EU Member States, all supported the subamendment.
- 517.** Amendment A.135, submitted by the EU Member States, was withdrawn.
- 518.** The amendment submitted by the Workers’ group (A.10) was adopted as subamended.
- 519.** Point 20(e) was adopted as amended and subamended.
- 520.** Point 20(l) was adopted as amended as the new 20(f).

Point 20(f)

- 521.** The text of point 20(f) submitted to the Committee by the Drafting Group read as follows:

[employ active labour market policies to ease and accelerate the transition paying due attention to [women and workers / workers and vulnerable groups / workers and underserved communities] in industries most affected by the transition and protecting workers whose jobs will be lost due to the transition by providing social protection and labour guarantees;]

/

[employ active labour market policies to ease and accelerate the transition paying due attention to [providing labour guarantees to] workers and vulnerable groups in industries most affected by the transition;]

522. The Employer Vice-Chairperson introduced an amendment (A.83) to the first of the two options that added the words “youth, women and underserved communities” after “due attention to”, and deleted “[women and workers / workers and vulnerable groups / workers and underserved communities] in industries most affected by the transition and protecting workers whose jobs will be lost due to the transition by providing social protection and labour guarantees;]”, and the whole of the second option. The amendment aimed to simplify the language, given that other elements were covered elsewhere in the text. The group wanted to include women, youth and underserved communities, but was flexible on the language.
523. The Worker Vice-Chairperson said that while the Workers’ group had a proposal for an amendment (A.14), they were choosing to subamend the proposal by the Employers’ group. She introduced a subamendment that added “and provide labour protection” before “to ease”, and “and groups in vulnerable situations” after “underserved communities”.
524. The Employer Vice-Chairperson said that the Employers’ group was not comfortable with the word “provide”, and that “promote” or “advance” could be used instead. She proposed a subamendment to replace “provide” with “promote”.
525. The Worker Vice-Chairperson said that she would like to listen to the perspectives of the Governments.
526. The Government member of South Africa, speaking on behalf of the Africa group, stated that there was need for clarity on the word “underserved” and questioned whether it were different from “vulnerable”.
527. The Employer Vice-Chairperson explained that “underserved” was different from “vulnerable”. Being an underserved community meant that the level of support, service or protection provided to that community was inadequate. The Employers’ group was however flexible on this terminology.
528. The Worker Vice-Chairperson noted that the verb used before “labour protection” could be consistent with that used in the ILO Centenary Declaration for the Future of Work. Accordingly, she proposed a subamendment to replace “promote” with “ensure”.
529. The Government member of South Africa, speaking on behalf of the Africa group, said that the group would be comfortable with the word “vulnerable” rather than “underserved”.
530. The Government member of Malaysia, said that she supported the statement of the Government member of South Africa, speaking on behalf of the Africa group, and that she was comfortable with the use of the word “vulnerable” as it was used in other ILO texts. If “underserved communities” were to be used, the terms should be clarified.
531. The Government member of Chile, speaking on behalf of GRULAC, said that the group could be flexible and could accept either “provide” or “promote”.
532. The Government member of South Africa, speaking on behalf of the Africa group, said that the group supported the word “ensure”.
533. The Government member of Chile, speaking on behalf of GRULAC, said that the group would prefer the word “promote”.
534. The Employer Vice-Chairperson stated that the Employers’ group was not comfortable with the word “ensure”, and that “promote” or “strengthen” could be used instead. Another committee

discussing such issues at the Conference had utilized the word “strengthen”. She requested the secretariat to provide assistance in this regard.

535. The secretariat explained that in the ILO Centenary Declaration for the Future of Work, the phrase used was, “Strengthening the institutions of work to ensure adequate protection of all workers”.
536. The Worker Vice-Chairperson agreed with the secretariat but observed that “strengthen” was not an appropriate word as in some instances the protection did not exist and therefore could not be strengthened. The language used in the ILO Centenary Declaration for the Future of Work was appropriate and she introduced a subamendment that replaced “and promote/ensure/strengthen labour protection” with “, strengthening the institutions of work to ensure adequate protection of all workers”.
537. The Employer Vice-Chairperson proposed a subamendment to delete “strengthening the institutions of work”.
538. The Worker Vice-Chairperson agreed with the subamendment.
539. The Government member of South Africa, speaking on behalf of the Africa group, said that while the group initially supported the word “ensure”, they agreed with the subamendment.
540. The Government member of Chile, speaking on behalf of GRULAC, introduced a subamendment that replaced “youth, women, underserved communities and groups in vulnerable situations” with “workers and persons in vulnerable situations”.
541. The Government member of Sweden, speaking on behalf of the EU Member States, said that it would be a pity to not mention women and youth. While he understood that there were problems with having a list, some groups needed to be mentioned. He proposed a subamendment that added “youth, women,” after “attention to”.
542. The Government member of Canada said that it was important to keep a focus on women and youth. She was flexible with the terms “underserved” and “vulnerable”, and in the context of Canada “underserved” could also be related to rural or remote communities.
543. The Government member of Chile, speaking on behalf of GRULAC, explained that his proposed subamendment was to shorten the text and make it more concise, and the group had no objections to the inclusion of women and youth.
544. The Employer Vice-Chairperson, the Government member of South Africa, speaking on behalf of the Africa group, and the Government member of the United States supported the subamendments proposed by the Government member of Chile, speaking on behalf of GRULAC, and the Government member of Sweden, speaking on behalf of the EU Member States.
545. The Worker Vice-Chairperson asked whether the secretariat could improve the language of the text, as women and youth were also workers, but the document did not reflect this. While the concept was agreeable to the Workers’ group, there was a need for a better formulation regarding women and youth.
546. The Government member of Sweden, speaking on behalf of the EU Member States, noted that while not all youth were workers, there was clearly an overlap between the two. He introduced a subamendment that added an Oxford comma after “women”, the word “and” after “youth”, and an “and” before “workers”. The proposed subamended text now read as follows:

employ active labour market policies, to ensure adequate protection of all workers to ease and accelerate the transition paying due attention to youth and women, and workers and persons in vulnerable situations;

- 547.** The Employer Vice-Chairperson said that active labour market policies were aimed at those who were outside employment, underemployed, unemployed or looking to change their job. They envisaged solutions for persons in vulnerable situations and not for those who were employed. Referring to “all workers” in the way proposed was taking the text beyond its intended purpose and calling on active labour market policies to go beyond the situations such policies were designed to address.
- 548.** The Worker Vice-Chairperson introduced a subamendment so that the text would read more smoothly by adding the word “and” after “policies,” and deleting “to” in “to ensure”.
- 549.** The Employer Vice-Chairperson did not support the subamendment and instead supported the earlier formulation.
- 550.** The Worker Vice-Chairperson withdrew the subamendment.
- 551.** The Government member of Malaysia proposed a subamendment that deleted “all” before “workers”.
- 552.** The subamendment was not seconded and it fell.
- 553.** The Employer Vice-Chairperson, the Worker Vice-Chairperson, the Government member of Chile, speaking on behalf of GRULAC, and the Government member of South Africa, speaking on behalf of the Africa group, agreed with the proposed amendment as subamended.
- 554.** The amendment proposed by the Employer Vice-Chairperson (A.83) was adopted as subamended. As a result, the proposed amendments by the Government member of Chile, speaking on behalf of GRULAC (A.101), the Government member of Sweden, speaking on behalf of the EU Member States (A.137) (A.138) (A.140) (A.136), the Employer Vice-Chairperson (A.82), and the Worker Vice-Chairperson (A.14) (A.16) (A.12) fell.
- 555.** Point 20(f) was adopted as amended and subamended.

Point 20(g)

- 556.** The text submitted to the Committee by the Drafting Group read as follows:

[formulate and implement sustainable industrial and sectoral [as well as productive development] policies to facilitate and manage a just transition to environmental sustainability and the circular economy];
- 557.** The Worker Vice-Chairperson introduced an amendment (A.18) to delete the words “as well as productive development” from point 20(g). She noted that the secretariat had provided explanations on the meaning of productive development policies, and that the concern of her group was that the terms “industrial policy” and “productive development policies” were used interchangeably. The question was whether the terms referred to the same concept or not. The amendment therefore deleted the words “as well as productive development”.
- 558.** The Employer Vice-Chairperson did not support the amendment. Her group preferred to retain “productive development policies”, which aimed to increase productivity, while promoting job creation. Traditional industrial policy focused on specific sectors, whereas productive development policies were more comprehensive. They addressed the overall productive capacity of an economy which was quite pertinent to the Committee’s discussions.

- 559.** The Worker Vice-Chairperson noted that the Employers' group had referred to a difference between traditional industrial policy, on the one hand, and productive development policies on the other. However, the Committee was not discussing traditional industrial policy but rather sustainable industrial policy, and high road competitiveness to promote just transitions. Her group's comparative analysis of the two concepts, which had been previously described by the secretariat, was that they seemed to be one and the same. She requested the secretariat to confirm if this was the case. If the two concepts were not the same, her group would agree to include a reference to productive development policies.
- 560.** The secretariat indicated that while it would present the two definitions, the International Labour Office itself was not the source of the definitions. Productive development policies aimed to strengthen the productive structure of an economy by such measures as increasing productivity. Industrial policy referred to government efforts to shape the economy by targeting specific activities or sectors through such means as taxes, subsidies and research and development. The source of this definition was the International Monetary Fund. The secretariat indicated that in its interpretation, the two concepts were not necessarily the same. Productive development policies aimed to structurally strengthen economies and thus could be considered as broader.
- 561.** The Worker Vice-Chairperson withdrew her group's amendment (A.18) and proposed a subamendment to add the word "policies" after the word "sectoral".
- 562.** The Employer Vice-Chairperson supported the subamendment.
- 563.** The Government member of Switzerland proposed a further subamendment to add "/or" after the word "and", to read: "industrial and/or sectoral policies". She noted that the policies in question might be implemented to varying degrees by different countries, and the proposed subamendment provided flexibility in that regard.
- 564.** The Government member of South Africa, speaking on behalf of the Africa group, supported the subamendment proposed by the Government member of Switzerland and proposed a further subamendment to delete the word "policies" after the word "development". The text as subamended would now read as follows:
- formulate and implement sustainable industrial and/or sectoral policies as well as productive development to facilitate and manage a just transition to environmental sustainability and the circular economy;
- 565.** The Employer Vice-Chairperson did not support the further subamendment, noting that retaining the word "policies" after "productive development" was important to ensure the meaning of the term was clear.
- 566.** The Worker Vice-Chairperson indicated that the subamendment to add "and/or" could be acceptable to her group, however she did not support the further subamendment to delete the word "policies".
- 567.** The Government member of South Africa, speaking on behalf of the Africa group, withdrew her group's subamendment.
- 568.** The amendment (A.18) was adopted as subamended.
- 569.** Point 20(g) was adopted as amended and subamended.

Point 20(h)

570. The text submitted to the Committee by the Drafting Group read as follows:

[foster inclusive and sustainable trade and investment frameworks and supply chains that contribute to a just transition and decent work;]

- 571.** The Government member of South Africa, on behalf of the Africa group, presented the amendment submitted by the Government of Namibia (A.81) to introduce the term “, value chains” between the words “frameworks” and “and supply chains”. She noted that according to the ILO guide *Value Chain Development for Decent Work: A systems approach to creating more and better jobs* (2021), the term “value chains” described the full range of activities required to bring products from their conception to production to delivery to final consumers. Value chains and supply chains must contribute to just transitions for decent work. The ILO’s Decent Work Agenda was central to value chain development and it was important to foster value chains that contributed to just transitions and decent work. She thus proposed inserting the term “value chains” after the words “investment frameworks”.
- 572.** The Employer Vice-Chairperson did not support the amendment, stating that the term value chains was too broad and went beyond the scope of the ILO’s Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy (MNE Declaration).
- 573.** The Worker Vice-Chairperson, the Government member of China and the Government member of Sweden, speaking on behalf of the EU Member States, supported the amendment.
- 574.** The Employer Vice-Chairperson indicated that her group would prefer to delete clause 20(h) in its entirety rather than accept a reference to the term “value chains”.
- 575.** The Chairperson invited the secretariat to provide explanations on the matter.
- 576.** The secretariat confirmed that the MNE Declaration referred to supply chains but not value chains. In the context of ILO development cooperation projects, the two terms were often used interchangeably, and the 2016 ILO resolution on decent work in global supply chains referred to higher value-added activities. In the ILO strategy on decent work in supply chains, approved by the ILO Governing Body in March 2023, there was no mention of value chains. The ILO’s Programme and Budget 2022–23 referred 11 times to supply chains and 3 times to value chains.
- 577.** The Government member of Togo supported the amendment. He noted that within the context of promoting a healthy environment, there was a need to think in a global manner. He recognized that the Employers’ group had stated that the term “value chains” was overly broad, however thinking broadly was required, to ensure that businesses created value in an inclusive manner. The amendment would provide more options to achieve just transitions.
- 578.** The Employer Vice-Chairperson did not agree that the terms “supply chains” and “value chains” were used interchangeably. The MNE Declaration, which would be referred to in subsequent amendments, focused on supply chains. The term “supply chains” informed all of the work of her group and the private sector. She suggested that perhaps the entire clause could be deleted.
- 579.** The Government member of the United States and the Government member of Chile, speaking on behalf of GRULAC, supported the amendment.
- 580.** The Worker Vice-Chairperson presented her group’s amendment (A.22) to point 20(h), which she subamended to include a reference to the United Nations *Guiding Principles on Business and Human Rights*. The amendment and subamendment consisted of adding the phrase “in line

with the Tripartite Declaration of Principles Concerning Multinational Enterprises and Social Policy and the United Nations Guiding Principles on Business and Human Rights” at the end of clause 20(h).

- 581.** The Employer Vice-Chairperson said that her group had no objection to the inclusion of the two policy documents but proposed a further subamendment to add “effectively implement” after “decent work.”
- 582.** The Worker Vice-Chairperson supported the subamendment proposed by the Employers’ group.
- 583.** The Government member of Chile, speaking on behalf of GRULAC, the Government member of South Africa, speaking on behalf of the Africa group, and the Government member of the United States all supported the subamendment proposed by the Employers’ group.
- 584.** The Government member of Namibia, speaking on behalf of the Africa group, asked whether the Employers’ group could provide feedback on their amendment to add “value chains” to the text as adopted so far.
- 585.** The amendment was supported by the Government members of Chile, speaking on behalf of GRULAC, and of Sweden, speaking on behalf of the EU Member States, and by both the Employer and Worker Vice-Chairpersons.
- 586.** The amendment (A.81) submitted by the Government member of Namibia was adopted.
- 587.** Point 20(h) was adopted as amended and subamended.

Point 20(i)

- 588.** The text submitted to the Committee by the Drafting Group read as follows:

foster technological development and [access to / incentives for] environmentally-sound technologies, cleaner production and resource efficiency, including in micro, small and medium-sized enterprises, [to create and ensure / while ensuring] decent work benefits;

- 589.** The Chairperson noted that seven amendments had been proposed to point 20(i). Moreover, it contained bracketed text with a forward slash, which meant that there were alternative texts from which Committee members had to choose their preferred options.
- 590.** The Worker Vice-Chairperson introduced her group’s amendment (A.24), which indicated a preference for the option “access to” rather than “incentives for”.
- 591.** The Employer Vice-Chairperson indicated that her group was flexible on this point and wanted to hear from Governments on the matter.
- 592.** The Government member of Chile, speaking on behalf of GRULAC, the Government member of New Zealand, and the Government member of South Africa, speaking on behalf of the Africa group, supported the amendment proposed by the Workers’ group to retain “access to” and delete “incentives for.”
- 593.** The Workers’ amendment (A.24) and the identical amendment submitted by the Employers (A.85) were therefore adopted. As a result, an amendment (A.141) presented by Sweden, on behalf of the EU Member States, which preferred the second of the two options, fell.
- 594.** The Chairperson turned to amendments presented by the Employers (A.86) and by the Government members of the EU (A.142), respectively.
- 595.** The Employer Vice-Chairperson noted that her group preferred the use of “while ensuring” instead of “to create and ensure.” The focus in point 20(i) was on environmentally sound

technologies, cleaner production and related elements and these elements should be fostered while ensuring decent work benefits.

- 596.** The Worker Vice-Chairperson preferred the use of “to create and ensure” rather than “while ensuring.” Her group wanted technological development to be fostered with an emphasis on creating and ensuring decent work benefits.
- 597.** The Government member of Sweden, speaking on behalf of the EU Member States, indicated that their proposed amendment (A.142) expressed a preference for “while ensuring”. Ensuring decent work should be done while simultaneously fostering technological development. This point was aimed at governments, and the role of government should be to ensure decent work while fostering technological development, simultaneously and not sequentially.
- 598.** The Government member of Canada and the Government member of South Africa, speaking on behalf of the Africa group, supported the retention of the phrase “while ensuring”.
- 599.** The Worker Vice-Chairperson noted that since the majority of Committee members preferred the use of “while ensuring,” her group was willing to support that in the interest of consensus.
- 600.** The amendments submitted by the Government members of the EU (A.142) and by the Employers (A.86) were therefore adopted. Accordingly, the Workers’ amendment (A.25) fell.
- 601.** The Worker Vice-Chairperson introduced an amendment (A.26), which proposed to add “and work-life balance” to the end of point 20(i). This proposal was consistent with the Recommendation No. 169, which linked technology policies and work-life balance. Paragraph 20 provided that “technology policies should, taking into account the stage of economic development, contribute to the improvement of working conditions and reduction of working time, and include measures to prevent loss of jobs”.
- 602.** The Employer Vice-Chairperson said that this addition did not fit under this clause. Work-life balance was already included under decent work. Including it here amounted to overreach.
- 603.** The Government member of South Africa, speaking on behalf of the Africa group, and the Government member of Sweden, speaking on behalf of the EU Member States, supported the inclusion of “work-life balance” as proposed by the Workers’ group.
- 604.** The Employer Vice-Chairperson proposed a further subamendment to delete the text after “decent work,” or if that were not acceptable to list other decent work elements and not only “work-life balance.” Those included “transition from the informal to the formal economy” and “advancing productivity and competitiveness.”
- 605.** The Worker Vice-Chairperson noted that “transition from the informal to the formal economy” was captured in clause 20(m), and “advancing productivity and competitiveness” was captured under industrial policies.
- 606.** The Government member of Barbados said that it was important to include a reference to work-life balance when discussing technology. He referenced the 2022 ILO Meeting of Experts on the platform economy and the importance attached by the ILO to the impact of technology on decent work. There was a realization that the speed of technological development and its impact on workers required careful thought, thus the inclusion of a reference to work-life balance in a clause dealing with technology would appear apposite.
- 607.** The Employer Vice-Chairperson noted that her group did not believe that only one decent work element should be included under this point. If there was no support for including the other elements that her group suggested should be included, then she proposed that the text should end after “decent work.”

- 608.** The secretariat, in response to a request for clarification, noted that the Centenary Declaration for the Future of Work referred to “achieving better work–life balance by enabling workers and employers to agree on solutions, including on working time, that consider their respective needs and benefits.”
- 609.** The Employer Vice-Chairperson suggested that the reference to work–life balance be placed somewhere else in the draft conclusions. The issue could potentially be considered in the part dealing with gender.
- 610.** The Worker Vice-Chairperson reiterated that Recommendation No. 169 linked technological policies and work–life balance, and her group felt strongly about including a reference to it in this point and not elsewhere in the conclusions.
- 611.** The Employer Vice-Chairperson observed that Recommendation No. 169, regularly referenced by the Workers, was not included in Annex 1 of the Guidelines for a just transition, which contained the list of references. She suggested that it should not continue to be cited in the discussions.
- 612.** The Worker Vice-Chairperson stated that Recommendation No. 169 was linked to Convention No. 122, which was included among the international labour standards and resolutions relevant to a just transition framework included in the Guidelines for a just transition. She asked the Office to confirm that the two international labour standards were linked.
- 613.** The secretariat noted that Recommendation No. 169 supplemented Convention No. 122 and the Employment Policy Recommendation, 1964 (No. 122).
- 614.** The Employer Vice-Chairperson suggested a further subamendment to point 20(i), to read as follows: “foster technological development and access to environmentally-sound technologies, cleaner production and resource efficiency, including micro, small and medium-sized enterprises, while ensuring decent work benefits.” The concept of decent work encapsulated all the other elements mentioned by the Workers’ group.
- 615.** The Worker Vice-Chairperson said that “work–life balance” was not explicit within the decent work concept. The Decent Work Agenda had four pillars, and they did not directly speak to work–life balance. She referred again to Recommendation No. 169 and Convention No. 122, noting that there was a campaign for universal ratification of that Convention. Moreover, the Governments were supportive of the inclusion of the term “work–life balance”.
- 616.** The Employer Vice-Chairperson said that the subamendment encapsulated all elements of the decent work concept and its ten indicators, including working time and combining work, family and personal life. Thus “decent work” covered “work–life balance”. The Decent Work Agenda was a tripartite outcome document with four strategic pillars and indicators that included other listed elements. It would therefore suffice to stop the sentence after “decent work”.
- 617.** The Government member of Canada supported inclusion of the term: “work–life balance” as she understood that there was a real link between technology and work–life balance. She remained uncertain regarding some of the other elements in the listing, but supported the Workers’ proposal.
- 618.** The Government member of Chile, speaking on behalf of GRULAC, said that the additions were too long and made point 20(i) too heavy. There was an entire concept behind decent work, involving many elements and including work–life balance. Listing numerous different elements was unnecessary. The sentence could stop after “decent work”.
- 619.** The Government member of Sweden, speaking on behalf of the EU Member States, supported GRULAC’s statement.

- 620. The Government member of Switzerland supported GRULAC's suggestion to stop the sentence after "decent work".
- 621. The Worker Vice-Chairperson insisted on having the listed details in place.
- 622. The Worker Vice-Chairperson introduced her group's amendment (A.26) to add "work-life balance" at the end of the current text of point 20(i) in line with the Recommendation No. 169.
- 623. The Employer Vice-Chairperson did not support the amendment for the reasons she had outlined earlier.
- 624. The Government members of Chile, speaking on behalf of GRULAC, Namibia, speaking on behalf of the Africa group and of Sweden, speaking on behalf of the EU Member States supported the amendment.
- 625. The Employer Vice-Chairperson aligned her group with the consensus in a spirit of compromise.
- 626. The amendment (A.26) submitted by the Workers' group was adopted.
- 627. Point 20(i) was adopted as amended.

Point 20(j)

- 628. Point 20(j) was adopted without amendment.

Point 20(k)

- 629. The text of point 20(k) submitted to the Committee by the Drafting Group read as follows:

provide universal access to comprehensive, adequate and sustainable social protection systems, including social protection floors, to safeguard populations against adverse impacts, reduce vulnerability and strengthen resilience to facilitate a just transition;
- 630. An amendment (A.154) submitted by the Government members of the United Kingdom and the United States to add at the end of the text the words "and welcome the UN Secretary-General's initiative for a Global Accelerator on Jobs and Social Protection for Just Transitions" was withdrawn in the interest of making progress and recognizing that similar amendments had already been or were to be made to the text.
- 631. Point 20(k) was adopted without amendment.

New point to be inserted after point 20(k)

- 632. The Worker Vice-Chairperson introduced an amendment (A.30) to insert a new point after point 20(k) to read as follows:

create a conducive environment for social and solidarity economy entities to strengthen their capacity to contribute to the just transition;
- 633. She said that the social and solidarity economy (SSE) was important in a just transition. The SSE was important to economic, social and environmental objectives and for that reason the Workers' group felt it should be mentioned. The group had proposed including it earlier, with a linkage to sustainable enterprises but there had been resistance. It was now proposed for inclusion in the section on what the role of government should be.
- 634. The Employer Vice-Chairperson said that she would like to hear the views of the Governments.
- 635. The Government member of Chile, speaking on behalf of GRULAC, supported the amendment.

- 636. The Government member of South Africa, speaking on behalf of the Africa group, and the Government member of Sweden, speaking on behalf of the EU Member States, supported the amendment.
- 637. The Employer Vice-Chairperson stated that there were three parties involved, governments, employers and workers. These three parties could not all necessarily create a conducive environment for the SSE. She proposed a subamendment replacing the word “create” with “promote”.
- 638. The Worker Vice-Chairperson, the Government members of Chile, speaking on behalf of GRULAC, South Africa, speaking on behalf of the Africa group, and Sweden, speaking on behalf of the EU Member States, all supported the subamendment.
- 639. The amendment (A.30) was adopted as subamended.
- 640. The new point to be placed after point 20(k) was adopted as subamended.

Point 20(l)

- 641. Point 20(l) had been moved to become a new point 20(f).

Point 20(m)

- 642. The text of point 20(m) submitted to the Committee by the Drafting Group read as follows:

design coherent and integrated strategies to facilitate the transition to the formal economy and prevent the informalization of formal economy jobs paying particular to sectors that are highly impacted by environmental and climate change;
- 643. The Government member of Sweden, speaking on behalf of the EU Member States, withdrew the amendment submitted by the EU Member States (A.143) to insert the word “by” between the words “jobs” and “paying”, and placing the word “attention” after “particular”
- 644. An amendment (A.100) had been submitted to point 20(m) by the Government of Türkiye to insert a comma after the term “formal economy jobs” and add the word “attention” after the word “particular”.
- 645. The Government member of Sweden, speaking on behalf of the EU Member States, seconded the amendment.
- 646. The Worker Vice-Chairperson, the Employer Vice-Chairperson, and the Government member of South Africa, speaking on behalf of the Africa group, supported the amendment.
- 647. The Government member of Chile, speaking on behalf of GRULAC, said that the amendment had no impact on the text in French or Spanish.
- 648. The amendment (A.100) submitted by the Government of Türkiye was adopted.
- 649. The point 20(m) was adopted as amended.

Point 20(n)

- 650. The text of point 20(n) submitted to the Committee by the Drafting Group read as follows:

promote skills and lifelong learning as enablers for a just transition and green jobs and as a buffer against adverse impacts of change;
- 651. The Employer Vice-Chairperson introduced an amendment (A.87) that added “labour market-related” after “promote”. Skills represented a big issue for the Employers’ group and were key

to achieving a successful just transition. Across the world, employers were facing challenges with skills shortages and mismatches and a lack of workers in some critical sectors. Workers were also struggling to reskill and upskill. Given the high levels unemployment, this was an area where there was yet to be a recovery in some regions of the world. It was particularly important that the skills promoted for a just transition were related to the needs and context of the labour market, and these should be promoted and developed in close collaboration with the private sector and educational institutions.

- 652. The Worker Vice-Chairperson rejected the amendment and said that she preferred the original text.
- 653. The Government members of South Africa, speaking on behalf of the Africa group, Sweden, speaking on behalf of the EU Member States, and the United States, supported the amendment.
- 654. The Employer Vice-Chairperson explained that labour-market related skills were important for all actors and represented a major problem at a global scale.
- 655. The Worker Vice-Chairperson said that the term “labour market-related skills” was not commonly used ILO language. While the group did not necessarily wish to restrict drafting to language that was already consecrated, she observed that “skills to meet labour market needs”, or “skills to anticipate labour market needs”, among others, were more commonly used. The issue was not purely concerned with enabling a just transition, so the potential to subamend was there. However, sight should not be lost of those affected by the transition, who should be able to achieve personal development and to take advantage of other opportunities. The Workers’ group preferred the original language.
- 656. The Employer Vice-Chairperson noted that the amendment found a degree of consensus and it was not clear as to why the Workers’ group was rejecting it. Skills needed to be in line with labour market needs, and relevant labour market skills were needed for employability.
- 657. The Worker Vice-Chairperson introduced a subamendment, such that the text read, “ensure and promote equitable access to skills development and lifelong learning for all that are responsive to individual needs, identified labour market needs and that are enablers for a just transition and green jobs and act as a buffer against adverse impacts of change”. The subamendment was based on the 2021 Conference resolution concerning skills and lifelong learning.
- 658. The Employer Vice-Chairperson did not accept the amendment.
- 659. The Government member of Chile, speaking on behalf of GRULAC, said that it would be difficult for governments to assess and meet individual needs, and the text had to be global in its approach. A State could not ensure or guarantee skills development: it could promote it. He introduced a subamendment that deleted “ensure and”, and “individual needs,”.
- 660. The Government member of Sweden, speaking on behalf of the EU Member States, said that the subamendment proposed by the Worker Vice-Chairperson was complex, and he agreed with the deletion of “individual needs”. To assist the Workers’ and Employers’ groups, he proposed a further subamendment, for the text to read, “To promote skills related to current and future labour market needs and lifelong learning as enablers for a just transition and green jobs and act as a buffer against adverse impacts of change;”
- 661. The Worker Vice-Chairperson did not agree that it was impossible for Member States, with their social partners, to provide equitable access to skills development and lifelong learning. The language the group wished to introduce came from the 2021 resolution concerning skills and

lifelong learning and was also consistent with the Human Resources Development Recommendation, 2004 (No. 195), which stated, “Members should, in cooperation with the social partners, promote diversity of training provision to meet the different needs of individuals and enterprises and to ensure high-quality standards, recognition and portability of competencies and qualifications within a national quality assurance framework”. The language was focused on promoting rather than guaranteeing and was not overly ambitious. When social partners met, an important part of their engagement was how skills could be matched with the development needs at the enterprise and national levels, and how it contributed to just transition. She did not support the subamendment.

- 662. The Employer Vice-Chairperson supported the subamendment submitted by Sweden on behalf of the EU Member States. The idea was to have a clear and concise text. In addition, just transition was to ensure that no one was left behind, for which skills would be needed.
- 663. The Government member of the United States said that skills played a key part in achieving a just transition and ensuring equitable access was an important point. He proposed a subamendment that added “equitable access to” before the word “skills”.
- 664. The Government member of Sweden, speaking on behalf of the EU Member States, said that due to the numerous subamendments, the text was now unclear. It would be better to discuss the original text proposed by the Drafting Group. Skills and lifelong learning were important and covered all the aspects under discussion and there was an agreement at a substantive level.
- 665. The Government member of South Africa, speaking on behalf of the Africa group, supported reverting to the original text proposed by the Drafting Group and said that the word “act” should be retained in that text.
- 666. The Worker Vice-Chairperson supported reverting to the original text submitted by the Drafting Group.
- 667. The Employer Vice-Chairperson considered that it was still unclear why the Workers’ group had found the amendment unacceptable. The phrase “current and future labour market needs” captured all the concerns. This was an issue that was going to benefit just transition and the workers.
- 668. The Worker Vice-Chairperson said that point 20(o) also addressed the subject and might address some of the issues discussed.
- 669. The Employer Vice-Chairperson stated that points 20(n) and 20(o) addressed different issues.
- 670. An amendment (A.114) was submitted by the Government members of Australia and the United States to insert the words “, including quality apprenticeships” after the phrase “promote skills and lifelong learning”.
- 671. The Government member of the United States said including a reference to quality apprenticeships, which were increasingly important to upskilling and lifelong learning, was important.
- 672. The Employer Vice-Chairperson, the Worker Vice-Chairperson, the Government members of Chile, speaking on behalf of GRULAC, and of South Africa, speaking on behalf of the Africa group, supported the amendment.
- 673. The amendment (A.114) was adopted.
- 674. The Employer Vice-Chairperson introduced an amendment (A.87) to insert the term “labour-market related” between the words “promote” and “skills”. The conclusions should highlight

the importance of labour market-related skills. The amendment would benefit both workers seeking re- or upskilling, and employers.

- 675.** The Worker Vice-Chairperson preferred the original language, which allowed the possibility of promoting skills that were aligned with workers' personal aspirations.
- 676.** The Government member of Chile, speaking on behalf of GRULAC, said that it would be difficult for governments to support a text catering for personal needs and aspirations. He supported the Employers' amendment of "labour market-related skills."
- 677.** The Government members of Canada, Namibia, speaking on behalf of the Africa group, and Sweden, speaking on behalf of the EU Member States, supported the amendment.
- 678.** The Worker Vice-Chairperson made a reference to 2021 General Discussion Working Party on skills development and lifelong learning. That discussion stressed that such development and training should be responsive to individual needs at the same time as identifying labour market needs. Personal aspirations as well as labour market needs should be supported during a just transition. She therefore suggested a subamendment aligned to that language as follows, while requesting that the secretariat check the precise language used during the 2021 general discussion:

promote skills and lifelong learning, including quality apprenticeships, that are responsive to individual needs and identified labour market needs as enablers for a just transition and green jobs and as a buffer against adverse impacts of change;

- 679.** The Employer Vice-Chairperson said that it was hard for governments and employers to cater for the individual, personal aspirations of workers. Previously agreed language should be used for the formulation.
- 680.** The Government member of Brazil said that lifelong learning must be supported. Individual needs, such as those of people with disabilities or elderly people, should be taken into account. Equal access to education as a tool to reduce inequality and access to opportunities should also be mentioned. The question involved determining whose needs were important.
- 681.** The secretariat suggested that the wording contained in the Preamble of Recommendation No. 195, which said that education, training and lifelong learning should be in the interest of individuals, enterprises, the economy and society as a whole, might provide guidance for the formulation.
- 682.** The Government member of Argentina suggested a subamendment to read: "promote skills and lifelong learning, including quality apprenticeships, that are responsive to personal development and identified labour market needs as enablers ..."
- 683.** The Government member of Brazil suggested a subamendment to read: "promote equitable access to skills and lifelong learning, including quality apprenticeships, that are conducive to personal development and responsive to identified labour market needs as enablers ...", which he believed might address the Employers' concerns. The amendment as subamended now read as follows:

Promote equitable access to skills and lifelong learning, including quality apprenticeships, that are conducive to personal development and responsive to identified labour market needs as enablers for a just transition and green jobs and as a buffer against adverse impacts of change;

- 684.** The Government member of Sweden, speaking on behalf of the EU Member States, said he was in favour of using the language from the resolution concerning skills and lifelong learning of 2021 as suggested by the Workers' group.

- 685.** The Employer Vice-Chairperson said that this point concerned labour market-related skills for green jobs, and labour market needs. The idea of equity was included in the following point and there was no need to repeat it here. She supported the version deleting “equitable access” and suggested the following subamendment as a compromise:

promote skills and lifelong learning, including quality apprenticeships, that are conducive to personal development and responsive to identified labour market needs as enablers for a just transition and green jobs and as a buffer against adverse impacts of change;

- 686.** The Worker Vice-Chairperson accepted the subamendment.
- 687.** The Government members of Argentina, speaking on behalf of GRULAC, of Brazil, and of Sweden, speaking on behalf of the EU Member States, supported the subamendment.
- 688.** The amendment submitted by the Employer members (A.87) was adopted as subamended.
- 689.** Point 20(n) was adopted as amended and subamended.

Point 20(o)

- 690.** The text of point 20(o) submitted to the Committee by the Drafting Group read as follows:

anticipate skills needs and identify skills mismatches, invest in and strengthen systems to provide equitable access to portable, core, semi-technical and technical skills for all individuals, including those in the informal economy and to monitor, evaluate and enhance systems’ effectiveness;

- 691.** The Employer Vice-Chairperson withdrew her group’s amendment (A.88) to point 20(o) to place a comma after the word “needs”, delete the next word “and”, and insert the word “and” after “mismatches”.
- 692.** Point 20(o) was adopted without amendment.

Point 20(p)

- 693.** The text of point 20(p) submitted to the Committee by the Drafting Group read as follows:

actively promote inclusive and effective social dialogue, including collective bargaining and tripartite cooperation, at all levels to forge social consensus for ambitious policies and measures for a just transition;

- 694.** The Government member of the United States introduced an amendment (A.117), explaining that its purpose was to reference freedom of association explicitly, as a key component of social dialogue together with collective bargaining, which had been already included.
- 695.** The Worker Vice-Chairperson, the Employer Vice-Chairperson, the Government members of Chile, speaking on behalf of GRULAC, and of South Africa, speaking on behalf of the Africa group, supported the amendment.
- 696.** The amendment (A.117) was adopted.
- 697.** Point 20(p) was adopted as amended.

Point 20(q)

- 698.** The text of point 20(q) submitted to the Committee by the Drafting Group read as follows:

consult with affected communities, [including indigenous and tribal peoples,] youth and other relevant stakeholders;

- 699.** The Employer Vice-Chairperson introduced her group's amendment (A.90) which consisted of inserting the words "or engage" after the word "consult". Consultation was important and was used in the context of social dialogue. The amendment would provide latitude to engage with communities.
- 700.** The Worker Vice-Chairperson said that consultation was a form of social dialogue. Her group did not want to undermine Convention No. 169. The terms "consult" and "engage" were used in several instruments. Therefore, she proposed a subamendment to add the word "and" after the word "consult" and to delete the word "or" after the word "consult".
- 701.** The Employer Vice-Chairperson stated that one engaged with communities. Social dialogue referred to dialogue among formal representatives of organizations. One could consult with communities, but one would not necessarily both consult and engage. It was one or the other.
- 702.** The Government members of South Africa, speaking on behalf of the Africa group, and of Sweden, speaking on behalf of the EU Member States, recalled that point 13 referred to engagement and consultation with all relevant stakeholders.
- 703.** The Employer Vice-Chairperson proposed a subamendment to add the words "as applicable" after the word "stakeholders".
- 704.** The Worker Vice-Chairperson noted that the word "relevant" was synonymous with the word "applicable" in this context. Nonetheless her group was willing to accept the subamendment.
- 705.** The Government member of the United States did not support the subamendment and noted that including the words "as applicable" would leave too much latitude in carrying out consultations and incur a risk that indigenous or other groups were not consulted at all.
- 706.** The Government member of Canada did not support the subamendment, noting that under point 13, the draft conclusions referred to the need to consult and engage, without the caveat "as applicable".
- 707.** The Government member of South Africa, speaking on behalf of the Africa group, supported the subamendment.
- 708.** The Government member of Brazil did not support the subamendment.
- 709.** The Worker Vice-Chairperson indicated that her group, taking into consideration the concerns that had been expressed by the Governments of Canada, Brazil, and the United States no longer supported the subamendment. She noted that point 20(t) dealt specifically with indigenous peoples, and the Committee could possibly revisit point 20(q) after examining 20(t).
- 710.** The Employer Vice-Chairperson noted that the Committee's conclusions were not binding. Countries would implement them in accordance with their circumstances, and if they wished to consult, they would do so. She proposed a subamendment to move "as applicable" from after the word "stakeholders" to after the word "engage".
- 711.** The Worker Vice-Chairperson, and the Government members of Brazil, Canada and of the United States, did not support the subamendment.
- 712.** The Government member of Sweden, speaking on behalf of the EU Member States, proposed a subamendment to delete "and" after the word "consult", delete the words "as applicable" after the word "engage" and to add the word "and/or" after the word "consult".
- 713.** The Employer Vice-Chairperson supported the subamendment.

- 714.** The Government member of South Africa, speaking on behalf of the Africa group, supported the subamendment and noted that retaining the words “as applicable” was acceptable to her group.
- 715.** The Government members of Brazil and of the United States did not support the subamendment, which weakened the text. The Government member of Brazil noted that the concept of consultation was part of Convention No. 169.
- 716.** The Employer Vice-Chairperson noted that consultation with indigenous peoples was required under Convention No. 169. However, there was no analogous Convention dealing with youth and other groups. Therefore, referring to engagement with these other groups was more appropriate.
- 717.** The Government member of the United States noted that point 13, which had been agreed, did not use the phrase “as applicable”. He considered that the question of whether to use the phrase had already been resolved, in point 13.
- 718.** The Employer Vice-Chairperson noted that point 13, which referred to relevant stakeholders, had a broader scope than point 20(q). She said that her group had proposed a simple addition of “or engage” to follow the term “consult” in the group’s amendment (A.90).
- 719.** The Worker Vice-Chairperson wished to hear the views of the Governments.
- 720.** The Government member of the United States said that “consult” was a stronger word and affected communities deserved to be consulted. He did not support the amendment.
- 721.** The Government members of Chile, speaking on behalf of GRULAC, and of Australia, and the Worker Vice-Chairperson supported the use of the single word “consult” and did not support the amendment.
- 722.** The Employer Vice-Chairperson withdrew the amendment (A.90).
- 723.** Point 20(q) was adopted.

Point 20(r)

- 724.** Point 20(r) was adopted without amendment.

Point 20(s)

- 725.** The text of point 20(s) submitted to the Committee by the Drafting Group read as follows:
- formulate, implement and periodically review national policies for occupational safety and health (OSH) which prioritize a preventative approach, identify and manage new and emerging risks from climate change and invest in OSH capacity development and training, also in the informal economy;
- 726.** The Government member of Sweden, speaking on behalf of the EU Member States, introduced an amendment to insert the word “, monitor” after the word “implement”. He stated that the purpose of the amendment was to highlight the need to monitor OSH policies before reviewing them.
- 727.** The Government member of Chile, speaking on behalf of GRULAC, proposed a subamendment to add the word “adapt” after the word “implement” and before the word “monitor”.
- 728.** The Worker Vice-Chairperson noted that adaptation normally followed monitoring.
- 729.** The Employer Vice-Chairperson indicated her group could support the amendment if Governments supported it.

- 730.** The Government member of Türkiye proposed a subamendment to move the word “adapt” from before the word “monitor” to before the word “implement” but was not seconded.
- 731.** The Government member of Chile, speaking on behalf of GRULAC, proposed a subamendment to move the word “adapt” from before the word “monitor” to after the word “monitor”.
- 732.** The amendment (A.144) was adopted as subamended.
- 733.** Point 20(s) was adopted as amended and subamended.

New point 20(t)

- 734.** The Worker Vice-Chairperson presented an amendment (A.37) to add, after point 20(s), a new point 20(t) with the following wording:

urgently implement and adapt OSH measures for all workers performing work in situations of adverse weather patterns, including extreme temperatures, also addressing the consequences that climate change has not only on the physical health but also on the mental health of workers, promoting decent work and healthy environments;
- 735.** She noted that workers should not be obliged to wait for the implementation of policies before urgent action was taken. There were increasing hospital admissions, illness and deaths resulting from exposure to extreme temperatures, unpredictable and shifting weather patterns and related problems. The proposed amendment would stress the urgency of responding to these problems and would call for safeguarding mental health, a critically important element.
- 736.** The Employer Vice-Chairperson did not support the proposed amendment. She recognized that occupational safety and health was one of the fundamental principles and rights at work, however she noted that the amendment was quite lengthy.
- 737.** The Government member of Brazil supported the amendment.
- 738.** The Government member of Sweden, speaking on behalf of the EU Member States, understood the intention of the amendment but considered that it was too wordy and could be made clearer.
- 739.** The Worker Vice-Chairperson noted that the Committee agreed with the purpose of the amendment but found it too long. She suggested that the secretariat could propose a more concise formulation for the amendment.
- 740.** The Employer Vice-Chairperson said the Committee should agree on the wording. She introduced a subamendment deleting the word “urgently” before the word “implement” and deleting the words “and adapt” after the word “implement” and deleting the words “for all workers performing work in situations of adverse weather patterns, including extreme temperatures, also addressing the consequences that climate change has not only on the physical health but also on the mental health of workers, promoting decent work and healthy environments”, and adding the word “Effectively” before the word “implement” and adding the words “addressing the consequences that climate change may have on the health of workers and promoting healthy and safe working environments” after the word “measures”. Accordingly, the subamended amendment would read as follows:

effectively implement OSH measures addressing the consequences that climate change may have on the health of workers and promoting healthy and safe working environments.
- 741.** The Worker Vice-Chairperson proposed a subamendment to replace the word “Effectively” by “Urgently” before the word “implement”, to delete the words “and adapt” after the word

“implement”, to delete the words “that climate change may have on the health of workers and” after the word “measures”, to add the words “and act upon” after the word “implement”, to add the words “for all workers impacted by climate hazards and extreme weather events, addressing the consequences on mental and physical health and” after the word “measures”. That subamended amendment would read as follows:

urgently implement and act upon OSH measures for all workers impacted by climate hazards and extreme climate events, addressing the consequences on mental and physical health and promoting safe and healthy working environments;

- 742. The Employer Vice-Chairperson did not support the subamendment, which lengthened the text.
- 743. The Government member of Brazil supported the subamendment.
- 744. The Government member of Sweden, speaking on behalf of the EU Member States, considered that the words “act upon” in the subamendment were unnecessary.
- 745. The Worker Vice-Chairperson introduced a further subamendment to remove the words “act upon” after the word “implement”.
- 746. The Government member of South Africa, speaking on behalf of the Africa group, supported the amendment as subamended.
- 747. The Employer Vice-Chairperson proposed a further subamendment to delete the words “hazards and extreme climate events” after the word “climate” and to add the word “change” after the word “climate”.
- 748. The Worker Vice-Chairperson did not support the further subamendment.
- 749. The Government member of Argentina supported the amendment as subamended.
- 750. The Worker Vice-Chairperson noted that the UNFCCC referred to climate related risk and extreme events and proposed a further subamendment to delete the word “change” after the word “climate” and add the words “related risk and extreme events” after the word “climate”.
- 751. The Employer Vice-Chairperson suggested that the amendment could be combined with clause 20(s), to have one point that addressed occupational safety and health comprehensively.
- 752. The Worker Vice-Chairperson requested clarification as to whether the Committee was permitted to alter a point that had previously been adopted.
- 753. The secretariat stated that amending a point that had already been adopted was possible provided there was consensus in the Committee to do so.
- 754. The Worker Vice-Chairperson nevertheless preferred to keep the amendment separate from point 20(s) because the two points were substantively different.
- 755. The Government member of Chile supported the amendment as subamended.
- 756. The amendment (A.37) to submit a new paragraph following point 20(s) was adopted, as subamended.
- 757. The new point to be placed after point 20(s) was adopted as subamended.

Point 20(t)

758. The text of point 20(t) submitted to the Committee by the Drafting Group read as follows:

Ensure that [historically marginalized, underserved or under-represented communities including indigenous and tribal peoples and rural communities can participate in the development of and benefit from] just transition measures [and in line with the Indigenous and Tribal Peoples Convention, 1989 (No. 169), consult with the peoples concerned in order to promote the full realization of the social, economic and cultural rights and provide reparation as appropriate];

759. The Chairperson said that six proposed amendments to clause 20(t) had been received (A.5, A.175, A.92, A.145, A.191 and A.74).

760. The Government member of Türkiye introduced the first amendment to be examined (A.5), which was seconded by the Government of Canada. The amendment proposed to delete the words “historically marginalized, underserved or under-represented communities including indigenous and tribal peoples and rural communities” after the words “ensure that”, and delete the words “and in line with the Indigenous and Tribal Peoples Convention, 1989 (No. 169), consult with the peoples concerned in order to promote the full realization of the social, economic and cultural rights and provide reparation as appropriate” after the word “measures” and add the words “persons belonging to one or more vulnerable groups or groups in situations of vulnerability” after the words “ensure that”.

761. The Government member of Türkiye then proposed a subamendment to the amendment to add the words “including indigenous and tribal peoples and rural communities” after the word “vulnerability”.

762. The Worker Vice-Chairperson proposed unbracketing the words “and in line with the Indigenous and Tribal Peoples Convention, 1989 (No. 169), consult with the peoples concerned in order to promote the full realization of the social, economic and cultural rights and provide reparation as appropriate” after the word “measures”.

763. The Employer Vice-Chairperson, the Government member of Sweden, speaking on behalf of the EU Member States, and the Government member of South Africa, speaking on behalf of the Africa group, did not support the Workers’ proposal to unbracket the bracketed wording.

764. The Government member of the United States proposed a further subamendment to add the words “gender responsive, inclusive” after the words “benefit from”.

765. The Worker Vice-Chairperson supported the subamendment of the Government of the United States and proposed a further subamendment adding the words “and in line with the Indigenous and Tribal Peoples Convention, 1989 (No. 169), consult with the peoples concerned in order to promote the full realization of the social, economic and cultural rights” after the word “measures”.

766. The Employer Vice-Chairperson did not support the subamendment proposed by the United States, nor that of the Worker Vice-Chairperson and supported the deletion of the word “measures”.

767. The Government member of Chile, speaking on behalf of GRULAC, supported the subamendment proposed by the Government of the United States.

768. The Worker Vice-Chairperson preferred to retain the word “measures”.

769. The Government members of Chile, speaking on behalf of GRULAC, of Sweden, speaking on behalf of the EU Member States, and of Switzerland did not support the subamendment of the

Workers' group to add the words "and in line with the Indigenous and Tribal Peoples Convention, 1989 (No. 169), consult with the peoples concerned in order to promote the full realization of the social, economic and cultural rights" after the word "measures".

- 770.** The Government members of Chile, speaking on behalf of GRULAC, and of Sweden, speaking on behalf of the EU Member States, supported the subamendment proposed by the Government of the United States to add the words "gender responsive, inclusive" after the words "benefit from".
- 771.** The Employer Vice-Chairperson supported the subamendment by the Government of the United States, but did not support the subamendment of the Workers' group.
- 772.** The Worker Vice-Chairperson withdrew her subamendment.
- 773.** The amendment submitted by the Government of Türkiye (A.5) was adopted as subamended. Accordingly the remaining amendments (A.145, A.91, A.174, A.173 and A.92) fell.
- 774.** Point 20(t) was adopted as amended and subamended.

Point 20(u)

- 775.** The text of point 20(u) submitted to the Committee by the Drafting Group read as follows:

[in line with the Paris Agreement,] mobilize [and provide information on] sustainable, affordable, predictable and long-term finance from public and private, domestic and international sources, including by leveraging the expertise and resources of international financial institutions and multilateral [and public / and regional] development banks, and aligning public and private financial flows to the objectives of a just transition;

- 776.** The Chairperson noted that five amendments (A.102, A.31, A.146, A.42, A.94) had been proposed to point 20(u).
- 777.** Two amendments (A.102 and A.31), to delete clause 20(u), had been proposed by GRULAC and Japan and were examined together.
- 778.** The Government member of Japan proposed an amendment to delete point 20(u). Japan was not opposed to the spirit of point 20(u) but found that it was overly specific and went somewhat beyond the mandate of the ILO. She introduced a subamendment to align the text with Article 9(3) of the Paris Agreement.
- 779.** The Chairperson noted that the subamendment by Japan had not been seconded and therefore it fell.
- 780.** The Government member of Chile, speaking on behalf of GRULAC, said that he understood that the issue of financing had already been dealt with under the Paris Agreement and that the ILO would not necessarily address it. It was of course important to mobilize resources, however the Paris Agreement had already been concluded and the Committee should not reopen it.
- 781.** The Worker Vice-Chairperson did not support the amendment and noted that her group would like to add to the draft of point 20(u).
- 782.** The Government member of South Africa, speaking on behalf of the Africa group, supported the amendment.
- 783.** The Government member of Sweden, speaking on behalf of the EU Member States, did not support the amendment. It was important to include a section on finance, even if it had already been included in the Paris Agreement.

- 784.** The Employer Vice-Chairperson said the financing was important and it would be surprising not to not have a provision on it. She did not support the amendment.
- 785.** The Chairperson noted that the EU Member States had introduced an amendment (A.146), which was to remove the words “and public / and regional”.
- 786.** The Worker Vice-Chairperson proposed a subamendment to add “public procurement” after “aligning public and private financial flows”.
- 787.** The Employer Vice-Chairperson could agree with deletion but if the point was to be retained, it should stop at the word “sources”. She proposed a subamendment to delete “, including by leveraging the expertise and resources of international financial institutions and multilateral development banks, and aligning public and private financial flows and public procurement the objectives of a just transition;”. The aspects referred to were covered under the reference to the Paris Agreement.
- 788.** The Government member of Chile, speaking on behalf of GRULAC, said that the reference to the Paris Agreement was fundamental.
- 789.** The Government member of Japan supported the statement delivered by the Government member of Chile, speaking on behalf of GRULAC.
- 790.** The Government member of the United States said that he preferred the fact that the former version of the text aligned financial flows to the objectives of a just transition, and the Paris Agreement said little about a just transition except for a reference in the preamble. He asked whether referencing the Paris Agreement would make “aligning public and private financial flows to the objectives of a just transition” redundant. The inclusion of this language could add some value. He supported retaining the phrase: “and aligning public and private financial flows and public procurement to the objectives of a just transition” after the word “sources”.
- 791.** The Government member of Switzerland said that she was comfortable with having a reference to financing but favoured a more general formulation and proposed a subamendment, such that the text would read:
- in line with the Paris Agreement, mobilize finance from public and private sources including by leveraging the expertise and resources of international financial institutions and multilateral development banks;
- 792.** The Worker Vice-Chairperson did not support the subamendment and preferred the subamendment proposed by the Government member of the United States.
- 793.** The Government member of Sweden, speaking on behalf of the EU Member States, supported the subamendment proposed by the Government member of the United States. The subamendments that had followed did not necessarily fit logically in the original amendment.
- 794.** The Government member of Chile, speaking on behalf of GRULAC, said that he preferred the subamendment proposed by the Employer Vice-Chairperson. The version of the text under discussion included mention of the resources of international organizations and development banks, but it was also important to bring in the resources of the developed countries and to be in alignment with the Paris Agreement.
- 795.** The Worker Vice-Chairperson requested a clarification if multiple versions of the text were being discussed, or one particular version of the text.

- 796.** The Chairperson clarified that the two different versions of the text had been displayed. The first of these read:

in line with the Paris Agreement, mobilize and provide information on sustainable, affordable, predictable and long-term finance from public and private, domestic and international sources, including by leveraging the expertise and resources of international financial institutions and multilateral development banks, and aligning public and private financial flows and public procurement to the objectives of a just transition;

- 797.** While the second version read as follows:

in line with the Paris Agreement, mobilize and provide information on sustainable, affordable, predictable and long-term finance from public and private, domestic and international sources;

- 798.** The Government member of Sweden, speaking on behalf of the EU Member States, said that he supported the first version of the text as subamended by the Government member of the United States.
- 799.** The Government member of Switzerland said that she was comfortable with the text as subamended by the Government member of the United States. There were some issues with the wording “provide information on”, as it was important to ensure that duplication was avoided with any other reporting mechanism already in place under the Paris Agreement. She requested clarification on the meaning of “provide information on” and proposed a subamendment to delete those words.
- 800.** The Government member of Sweden, speaking on behalf of the EU Member States, supported that subamendment.
- 801.** The Employer Vice-Chairperson said that the Employers’ group was flexible, as the issue involved the government playing a primary role and supported the text as subamended.
- 802.** The Worker Vice-Chairperson supported the first text as subamended.
- 803.** The amendment (A.146) was adopted as subamended. As a result, the amendments proposed by the Government member of Chile, on behalf of GRULAC (A.102), and the Government member of Japan (A.31) were not adopted. The amendments proposed by the Worker Vice-Chairperson (A.42) and the Employer Vice-Chairperson (A.94) fell.
- 804.** Point 20 (u) was adopted as amended and subamended.

Point 20(v)

- 805.** Point 20(v) was adopted without amendment.

Chapeau of point 21

- 806.** The chapeau of point 21 was adopted without amendment.

Point 21(a)

- 807.** The text of point 21(a) submitted to the Committee by the Drafting Group read as follows:

[effectively engage in social dialogue [in all its forms, including collective bargaining], [to share the benefits of technological progress, green transitions and demographic changes and advance just transition and decent work at enterprise, sectoral and national levels]; / [effectively engage in social dialogue, including through collective bargaining, as a means of sharing productivity gains and driving just transition and decent work at enterprise, sectoral and national levels;]

- 808.** The Government member of Sweden, speaking on behalf of the EU Member States withdrew the amendment submitted by his group (A.147) to delete the first of the two bracketed options presented, in the spirit of consensus.
- 809.** The Worker Vice-Chairperson introduced an amendment (A.47) that deleted “in all its forms”. It was accepted that social dialogue included consultations.
- 810.** The Employer Vice-Chairperson did not support the amendment. The phrase “in all its forms” was present in the 2018 resolution concerning the second recurrent discussion on social dialogue and tripartism.
- 811.** The Government members of Chile, speaking on behalf of GRULAC, Sweden, speaking on behalf of the EU Member States, and of South Africa, speaking on behalf of the Africa group, supported the phrase “in all its forms”.
- 812.** The Worker Vice-Chairperson withdrew her group’s amendment (A.47).
- 813.** The Worker Vice-Chairperson introduced an amendment (A.51) that added “to assess, manage and monitor technological deployments,” after “[in all its forms, including collective bargaining],”. There had been earlier discussions on sharing the benefits of technological progress and the green transition. For a just transition, the benefits needed to be shared and to ensure that, it should be reflected in the text.
- 814.** The Employer Vice-Chairperson did not support the amendment. The meaning was obscure, and it was not possible to assess, manage and monitor technological deployments. The text was related to social dialogue and the elements proposed by the Workers did not fit.
- 815.** The Government member of Sweden, speaking on behalf of the EU Member States, said that it was unclear what assess, manage and monitor technological deployments would mean.
- 816.** The Worker Vice-Chairperson, in the interest of taking the discussion forward, withdrew the amendment (A.51).
- 817.** The Employer Vice-Chairperson and the Worker Vice-Chairperson introduced amendments (A.95 and A.44) that deleted, “[effectively engage in social dialogue, including through collective bargaining, as a means of sharing productivity gains and driving just transition and decent work at enterprise, sectoral and national levels;]”.
- 818.** The amendments (A.95 and A.44) were adopted.
- 819.** Point 21(a) was adopted as amended.

Point 21(b)

- 820.** Point 21(b) was adopted without amendment.

Point 21(c)

- 821.** Point 21(c) was adopted without amendment.

Point 21(d)

- 822.** Point 21(d) was adopted without amendment.

New point after point 21(d)

- 823.** The Worker Vice-Chairperson introduced an amendment (A.56) that added a new clause after point 21(d), which read as follows:

develop and implement sustainable transition plans at enterprise and sectoral level through bipartite social dialogue.

- 824.** When social dialogue had been mentioned previously, it had related to tripartite social dialogue. However, in the case of workers and employers, it was important to emphasize that at the enterprise and sectoral level, bipartite social dialogue was also prevalent.
- 825.** The Employer Vice-Chairperson did not support the amendment. Sectoral plans were discussed in other parts of the text. The issue should be discussed at a national level, and in other parts of the text that engaged with social dialogue.
- 826.** The Government member of the United States supported the amendment.
- 827.** The Government member of South Africa, speaking on behalf of the Africa group, supported the amendment.
- 828.** The Government member of Sweden, speaking on behalf of the EU Member States, stated that he was flexible regarding the amendment.
- 829.** The Employer Vice-Chairperson introduced a subamendment, in the spirit of compromise, which added “, including workplace cooperation” at the end of the sentence.
- 830.** The Worker Vice-Chairperson and the Government member of the United States supported the subamendment.
- 831.** The amendment (A.56) was adopted as subamended.
- 832.** The new clause after point 21(d) was adopted as amended and subamended.

The title of section V

- 833.** The title of section V of the conclusions was adopted without amendment.

Point 22: Chapeau

- 834.** The chapeau of point 22 was adopted without amendment.

New point 22(a)

- 835.** The Worker Vice-Chairperson presented her group’s amendment (A.61) proposing the insertion of a new point 22(a) to come after the chapeau in point 22. The new point would read as follows:

provide technical support for and convene national and regional dialogues on industrial policies, aiming to have tripartite conclusions for the development and implementation of the nationally determined contributions and SDGs, with particular focus in sectors that are crucial for the transition, as determined by constituents in pilot countries and regions. The result of these dialogues should be regularly reported to the Governing Body, for the monitoring and continued support of the agreements;

- 836.** The new point was intended to strengthen actions areas for the ILO related to just transitions, especially the links to NDCs and the SDGs.

- 837.** The Employer Vice-Chairperson proposed a subamendment to simplify and broaden the language, to read as follows:

provide technical support with particular focus in sectors that are crucial for a just transition;

- 838.** The Government members of Australia, Chile, speaking on behalf of GRULAC, Namibia, speaking on behalf of the Africa group, and Switzerland, supported the amendment and subamendment.

- 839.** The Worker Vice-Chairperson reiterated that the amendment put forward was to provide for more specific areas of action including those related to NDCs and the SDGs for achieving just transitions. The proposed subamendment weakened the text. There was a need to clarify the role of industrial policies, the importance of NDCs for ensuring just transitions and their relation to the SDGs. Although she was aware that the idea was to think globally but act locally, her group felt these were all areas in which Member States would require technical assistance from the ILO. The group wanted specific action oriented towards those areas that could create difficulties for Member States.

- 840.** The Employer Vice-Chairperson stated that there was no issue with referring to technical assistance although this type of support depended on requests from Member States, according to their national needs and priorities. That is why the text should not be overly prescriptive. Using more general wording gave room to tailor requests and allowed the ILO to give support as required.

- 841.** The Worker Vice-Chairperson replied that the types of activities described in the proposed new point 22(a) were normal types of advice that the ILO provides. She noted that point 20(g) had been adopted on the role of government. It might be well to look back to that point when putting forward amendments to the current point. The group wished to hear the views of Governments as to how this point should be shaped.

- 842.** The Government member of Sweden, speaking on behalf of the EU Member States, felt that the proposed amendment made overly specific requests and that these should rather be addressed in the action plan submitted to the Governing Body. It was also necessary to consider the budgetary implications of all action items. The EU Member States proposed a subamendment which added “and convene tripartite dialogues” after “provide technical support”.

- 843.** The Worker Vice-Chairperson stated that the subamendment removed an important issue about support being provided at both country and regional levels, however she could accept this deletion as it was understood that all ILO support could be provided at both levels. She proposed a subamendment to include text adopted under point 20(g), to read:

provide technical support and convene tripartite dialogues to formulate and implement sustainable industrial and/or sectoral policies as well as productive development policies with particular focus on sectors that are crucial for a just transitions;

- 844.** The Employer Vice-Chairperson stated that this subamendment repeated wording from point 20(g) and consequently was not needed. She proposed replacing the Worker subamendment by the following wording:

provide technical support and assistance to government, employers’ and workers’ organizations with particular focus on sectors that are crucial for a just transition. These can include for example national dialogues or tailored support upon request;

- 845.** The Worker Vice-Chairperson rejected the subamendment because it did not fulfil the need to have action language which gave effect to the text of point 20(g) and instigate the specific action required.
- 846.** The Government member of Chile, speaking on behalf of GRULAC, said that social partners should have agreed first among themselves on the formulation and then submitted to the Governments for their consideration.
- 847.** The Government member of Sweden, speaking on behalf of the EU Member States, said that his group preferred its subamendment to the Employers' version. The current proposal overlapped strongly with 22(f) on technical assistance, which his group's subamendment avoided. Otherwise, the current proposal was acceptable, provided the overlap with 22(f) was dealt with.
- 848.** The Government member of the United States observed that the language already adopted in point 20(g) had been referred to on several occasions, and could be used as a basis for this point. He put forward a subamendment to read as follows:
- to provide technical support and assistance to government, employers' and workers' organizations, to formulate and implement sustainable industrial and/or sectoral policies as well as productive development policies to facilitate and manage a just transition to environmental sustainability and the circular economy;
- 849.** The Government member of Barbados aligned himself with the United States' proposal on using wording from point 20(g). Recommendations for ILO action should indeed correspond to action recommended to governments.
- 850.** The Worker Vice-Chairperson agreed with the Government members of Barbados and of the United States.
- 851.** The Employer Vice-Chairperson supported the proposal and suggested a subamendment to add the words "upon request" at the end of the text of the point.
- 852.** The Government members of New Zealand, South Africa, speaking on behalf of the Africa group, and Sweden, speaking on behalf of the EU Member States agreed with the proposal, including the additional wording proposed by the Employers' group.
- 853.** The Employer Vice-Chairperson agreed with the proposal. She suggested that the secretariat could polish the sentence linguistically.
- 854.** The Government member of Brazil said that the concept of just transition encompassed dimensions that went beyond strictly environmental aspects, for example technical and economic aspects. The costs and benefits of a just transition would be different among and within countries. It would be important to see how they could be shared in a more equitable way. He preferred not to qualify just transition in reductive terms; however, if there was a compromise, he would support it.
- 855.** The Government member of Kiribati supported the proposed amendment as subamended and stressed that the ILO should work with developing countries based on their national contexts, priorities and demands.
- 856.** The Government member of Colombia, speaking on behalf of GRULAC, agreed with the proposal.
- 857.** The amendment submitted by the Workers (A.61) was adopted as subamended.
- 858.** The new point 22(a) was adopted as subamended.

New point 22(b)

- 859.** The Worker Vice-Chairperson presented an amendment (A.64) to insert a new point after the chapeau to point 22, which would now become point 22(b) and would read as follows:

convene a meeting of experts to adopt a code of practice on occupational safety and health in extreme weather events and changing weather patterns;

- 860.** Occupational safety and health issues related to extreme weather events had been discussed and included in the previous sections of the draft conclusions. Here again, action taken by the ILO, in consultation with Member States, should correspond to action led by governments.
- 861.** A representative of the secretariat clarified that the request to convene a meeting should be directed from the Conference to the Governing Body of the ILO. The Governing Body would then decide to convene the meeting in question.
- 862.** The Employer Vice-Chairperson said that it was not within the remit of this Committee to decide to convene a meeting. That came within the mandate of the Governing Body. The Committee could not direct the Governing Body to convene a meeting.
- 863.** The Government members of Chile, speaking on behalf of GRULAC, of South Africa, speaking on behalf of the Africa group, and of Sweden, speaking on behalf of the EU Member States, agreed that it was not for the Committee to decide on the convening of a meeting, but for the Governing Body.
- 864.** The Government member of the United States agreed with the above Committee members that the Conference could not direct the Governing Body to convene a meeting. He suggested a subamendment to read as follows:
- request the Governing Body to consider convening a meeting of experts to adopt a code of practice on occupational safety and health in extreme weather events and changing weather patterns;
- 865.** The Government member of Australia supported the subamendment put forward by the Government member of the United States.
- 866.** The Government member of Sweden, speaking on behalf of the EU Member States, asked the secretariat to clarify how the process would go with the formulation proposed by the United States. This would help in finding the correct wording.
- 867.** The secretariat clarified that the Governing Body decided on the format of the meeting, its agenda and the form of the outcome. The Committee might consider whether it was appropriate to suggest a meeting of experts or leave the Governing Body to consider the format of the meeting, noting that it was also possible for the Governing Body to decide to convene a technical meeting, which would have a different composition.
- 868.** The Government member of Chile, speaking on behalf of GRULAC, based on the provided clarifications, suggested a subamendment adding the words “as appropriate” after “Request the Governing Body to consider,”
- 869.** The Government member of the United States suggested a further subamendment to add “or a technical meeting” after “convene a meeting of experts” to respect the Governing Body’s prerogative in these matters.

- 870.** The Government member of Sweden, speaking on behalf of the EU Member States, proposed further subamending the text to bring it into alignment with the wording of the chapeau by the following wording:

convene a meeting of experts or a technical meeting on occupational safety and health in extreme weather events and changing weather patterns;

- 871.** The Government member of South Africa, speaking on behalf of the Africa group, preferred to keep the following wording:

request the Governing Body to consider, as appropriate, convening a meeting of experts or a technical meeting on occupational safety and health in extreme weather events and changing weather patterns;

- 872.** The Worker Vice-Chairperson agreed with the substance of the proposal, as it was important to have a forum (the format did not matter) allowing for evidence-based research to be taken into consideration to provide evidence on occupational safety and health in extreme weather events. She proposed that the secretariat could decide on how to formulate such a request.

- 873.** The Employer Vice-Chairperson said that the Governing Body, after receiving the conclusions, could decide on the meeting and its format. It was not necessary to specify the type of meeting as the Governing Body should be free to do that.

- 874.** The Worker Vice-Chairperson consequently proposed a subamendment using the wording “follow up action” instead of specifying the meeting, to read as follows:

request the Governing Body to consider, as appropriate, follow up action on occupational safety and health in extreme weather events and changing weather patterns;

- 875.** The Government member of Sweden, speaking on behalf of the EU Member States, repeated that “request” sounded strange, given that the wording in the chapeau to this section read: “the International Labour Organization should direct its efforts to:”. If it was important to “request the Governing Body”, a new point 23 could be introduced to avoid clashing with the chapeau to point 22. “As appropriate” and “follow up” were not needed. His group preferred the word “convene”.

- 876.** A representative of the secretariat proposed a formulation for the consideration of the Committee, to read as follows:

to consider convening a tripartite meeting on occupational safety and health in extreme weather events and changing weather patterns, the format of which to be decided by the Governing Body;

- 877.** The Government member of Sweden, speaking on behalf of the EU Member States, supported the proposal without the initial word “to”.

- 878.** The Worker Vice-Chairperson said that the wording of the original amendment called for the production of a “code of practice” in order to have a clear policy guidance outcome on how occupational safety and health was to be treated in extreme weather events. She wondered whether the new formulation would provide for such an outcome and again turned to the secretariat for assurance that the meaning of the point would be clear for the Governing Body when it considered the Committee’s conclusions.

- 879.** The Employer Vice-Chairperson asked the secretariat to clarify the mandate of the Governing Body and explain the sequence of events after the Committee’s work. She wished for a clarification of the role of sectoral advisory bodies. The Employers’ group insisted on their subamendment to say “request the Governing Body to consider follow up actions ...” as it gave the freedom to the Governing Body to decide further.

- 880.** The secretariat explained that the tripartite meeting referred to in the amendment proposed by the Workers' group was not a sectoral meeting but a meeting on the impact of extreme weather events and changing weather patterns on occupational safety and health. It would therefore take the form of a technical meeting or meeting of experts.
- 881.** The Employer Vice-Chairperson noted that her group was not asserting that it was a sectoral meeting but that previous reference had been made during the discussions to sectors, and that had prompted their request for clarification from the secretariat. The amendment proposed by the Workers' group was too prescriptive and usurped the role of the ILO Governing Body. The secretariat had explained that following the meeting, the Office would develop an action plan to implement the recommendations contained in the conclusions, and this plan would then be considered by the Governing Body and potentially the Sectoral Advisory Body for follow-up action. It was not the role of this Committee to prescribe to the Governing Body which follow-up actions should be taken.
- 882.** The secretariat indicated that it was the Office's understanding that the theme of the meeting of experts proposed by the Workers' group was not sectoral in nature and would therefore not be considered by the Sectoral Advisory Body. However, it was possible that it would have to be considered by other tripartite bodies within ILO's governance system. The secretariat confirmed that it was appropriate for the Committee to provide policy guidance to the ILO in its conclusions.
- 883.** The Employer Vice-Chairperson noted the explanation provide by the secretariat.
- 884.** The Worker Vice-Chairperson supported the proposed text currently before the committee, which contained language proposed by the secretariat, as follows:
- consider convening a tripartite meeting to provide policy guidance on occupational safety and health in extreme weather events and changing weather patterns, the format of which to be decided by the Governing Body;
- 885.** In her group's view, the use of the word "consider" made it clear that the language used was not prescriptive and that the Governing Body had a choice whether to convene such a tripartite meeting.
- 886.** The Employer Vice-Chairperson said that the language was still too prescriptive. Latitude should be given to the Governing Body to decide the appropriate action to take based on the action plan prepared by the Office following the approval of the Committee's conclusions. The current language referred to a tripartite meeting on occupational safety and health related to extreme weather events and changing weather patterns, which was too specific and rigid. In view of the importance of reaching consensus on this issue, she proposed the following subamendment:
- request the Governing Body to consider follow up action on OSH aspects of just transition by means of the ILO Plan of Implementation of the current conclusions;
- 887.** The Government member of Chile, speaking on behalf of GRULAC, expressed frustration at the slow pace of progress and urged the Chairperson to decide on the matter.
- 888.** The Government member of Sweden, speaking on behalf of the EU Member States, supported the proposal made by GRULAC, and pointed out that there seemed to have been support for the language proposed by the secretariat.
- 889.** The Worker Vice-Chairperson agreed with the views expressed by GRULAC and the Government members of the EU. She noted that the secretariat had been asked to provide guidance, which it had done. The language proposed by the secretariat was acceptable to both

Governments and the Workers' group, and her group was reluctant to discuss any other renditions of the text.

- 890.** The Worker Vice-Chairperson said that there had been broad consensus earlier regarding the amendment (A.64) and that care had been taken to avoid being too prescriptive to the Governing Body. She proposed a subamendment, for the text to read:

consider convening a tripartite meeting on occupational safety and health in extreme weather events and changing weather patterns, the format of which is to be decided by the Governing Body;

- 891.** The Employer Vice-Chairperson requested the secretariat to display the second version of the text that had been discussed earlier. She wished to hear the Governments' views regarding the two versions.

- 892.** The second version read as follows:

request the Governing Body to consider follow up action on occupational safety and health aspects of just transition by means of the ILO plan of implementation of the current conclusions;

- 893.** The Government member of the United States inquired which Member had proposed the second version of the text.

- 894.** The Chairperson explained that it was based on the original amendment (A.64) that had been subamended.

- 895.** The Government member of Sweden, speaking on behalf of the EU Member States, said that he preferred the second version of the text.

- 896.** The Government members of Chile, speaking on behalf of GRULAC, and of South Africa, speaking on behalf of the Africa group, preferred the first version of the text.

- 897.** The Government member of the United States observed that there was another version of the text that was not displayed, which mentioned specific types of meetings.

- 898.** The Employer Vice-Chairperson said that the two versions displayed had been arrived at following long discussions. The text should not be too prescriptive to the Governing Body. However, the group was flexible.

- 899.** The Worker Vice-Chairperson stated that the Workers' group supported the first version of the text.

- 900.** The first version of the wording from amendment (A.64) was adopted as amended and subamended.

- 901.** The new point under the chapeau of point 22 was adopted as amended and subamended.

New point after the chapeau of point 22

- 902.** The Worker Vice-Chairperson presented an amendment (A.66) to add a new point under point 22 which would read:

organize a high-level panel with indigenous authorities to learn and work together on a just transition road map;

- 903.** She argued that indigenous peoples were not simply a group passively absorbing transition. They had a major role to play in finding solutions to the challenges it posed. It was important to ensure that consultations were held with indigenous authorities at a strategic level for rolling out a just transition road map.

- 904.** The Employer Vice-Chairperson said that for over 15 years, the ILO had established what was known to be the largest technical cooperation programme on indigenous peoples within the UN system, in accordance with Convention No. 169. The ILO had more than 20 full-time staff working in more than 25 countries on indigenous peoples' issues across Latin America, Asia and Africa. The ILO also played a leading role in coordinating United Nations' initiatives on indigenous peoples' issues and was hosting the technical secretariat for the United Nations Indigenous Peoples Partnership. A report had been published in 2020 on promoting Convention No. 169, and another on indigenous women's rights in 2021. This was already a strategic area of work for the ILO. It was thus unnecessary to include the amendment, but the Employers' group was open to hearing the perspectives of the Governments.
- 905.** The Government member of Argentina, also speaking on behalf of Brazil, proposed a subamendment motivated by the practice at the country level with indigenous and tribal peoples. The subamended text would read as follows:
- establish a mechanism for dialogue with indigenous and tribal peoples so as to acquire knowledge and put together a road map for a just transition;
- 906.** The Worker Vice-Chairperson, the Employer Vice-Chairperson, and the Government member of South Africa, speaking on behalf of the Africa group, supported the subamendment.
- 907.** The amendment (A.66) was adopted as subamended.
- 908.** The new point under the chapeau of point 22 was adopted as amended and subamended.

Point 22(a)

- 909.** The text of point 22(a) submitted to the Committee by the Drafting Group read as follows:
- [strengthen the capacities of governments, employers' and workers' organizations to design, implement and monitor comprehensive and gender-transformative policies and strategies for a just transition, including in collaboration with the International Training Centre of the ILO;]
- 910.** The Government member of Saudi Arabia, also speaking on behalf of Kuwait and Oman, introduced an amendment (A.156) that replaced "gender transformative" with "equality between man and woman". The main issue was with the term "transformative"; other terminology, such as "equality", could be considered.
- 911.** The Worker Vice-Chairperson wished to hear the views of the Governments.
- 912.** The Government member of Chile, speaking on behalf of GRULAC, preferred the original language as it was consistent with rest of the text. It was unclear as to why the amendment had been proposed.
- 913.** The Government member of Sweden, speaking on behalf of the EU Member States, said that the phrase "gender responsive" had been accepted in the text earlier. It encapsulated the issue of equality between gender, and its use would ensure consistency. He proposed a subamendment, that replaced "equality between man and woman" with "gender responsive".
- 914.** The Government members of Indonesia, Türkiye, and South Africa, speaking on behalf of the Africa group, supported the subamendment.
- 915.** The Government member of Malaysia supported the amendment proposed by the Government member of Saudi Arabia, also speaking on behalf of Kuwait and Oman, and preferred the word "equality" due to Malaysia's sensitivities regarding religion, culture and policies.

- 916.** The Government member of Saudi Arabia, also speaking on behalf of Kuwait and Oman said that the word “equality” was also being used in the discussions at the 2023 Recurrent Discussion Committee on Labour Protection.
- 917.** The Government member of Canada supported the subamendment proposed by the Government member of Sweden, speaking on behalf of the EU Member States, as it ensured that the term was consistent across the text.
- 918.** The Government member of Australia, the Government member of Chile, speaking on behalf of GRULAC, the Employer Vice-Chairperson and the Worker Vice-Chairperson supported the subamendment proposed by the Government member of Sweden.
- 919.** The amendment (A.156) was adopted as subamended. As a result, the amendments proposed by the Government member of Sweden, on behalf of the EU Member States (A.148), and by the Government member of Türkiye (A.2) fell.
- 920.** Point 22(a) was adopted as amended.

Point 22(b)

- 921.** Point 22(b) was adopted without amendment.

Point 22(c)

- 922.** Point 22(c) was adopted without amendment.

Point 22(d)

- 923.** The text of point 22(d) submitted to the Committee by the Drafting Group read as follows:

[implement an integrated ILO research agenda and collect gender-disaggregated data on a just transition and decent work, leveraging the full capacity of the ILO and its research partners;]

- 924.** The Government member of Sweden, speaking on behalf of the EU Member States, introduced an amendment (A.149) that deleted the word “gender”, and another amendment (A.150) that added “to use this data to assess progress on the just transition agenda and also report progress to the ILO Governing Body on a regular basis;” after “research partners;]”. The two amendments were connected. ILO research and data collection were important and there was a need to see progress on the just transition agenda, for which all the data that would be available should be used to assess progress made for regular reporting to the Governing Body. The precise form of such research and data collection would be determined by the Office and the Governing Body. To assess the progress of the just transition agenda, the data would need to be disaggregated based on many dimensions such as sector, education, level of income, as well as sex.
- 925.** The Chairperson inquired if the two amendments could be discussed together.
- 926.** The Worker Vice-Chairperson said that it was fine to discuss the two amendments together and that she supported both.
- 927.** The Employer Vice-Chairperson said that both amendments could be discussed together. Her group had no objection to deleting the word “gender” and was flexible regarding the second amendment (A.150).
- 928.** The Government member of Chile, speaking on behalf of GRULAC, supported the second amendment (A.150). Regarding the first amendment (A.149), gender was a matter that had

been recently discussed, and it would be inelegant to delete the word as the trend globally was to collect gender disaggregated data. He proposed a subamendment to add “gender and other” before “disaggregated data”.

- 929.** The Government member of South Africa, speaking on behalf of the Africa group, supported the amendments proposed by the Government member of Sweden, speaking on behalf of the EU Member States.
- 930.** The Government member of the United States said that there was also a need for specific research, which should be a priority for the ILO. He proposed a subamendment that added, “and support research and guidance to better understand and address the impacts of climate change on labour mobility through a rights-based lens, including efforts to track human labour mobility trends, help ensure fair recruitment, support skills recognition and the extension of social protection to migrants and refugees impacted by climate change” before “and to use this data”. There was an oversight in the text as it did not deal with migration issues. Climate change was going to result in the movement of people, and to address just transition and the impacts on the world of work more comprehensively, there was a need to engage with migration issues. While migration was a sensitive issue for many countries, research on the topic could be a way of engaging with the topic rather than neglecting it.
- 931.** The Government member of Malaysia supported the amendments proposed by the Government member of Sweden, speaking on behalf of the EU Member States, in particular the deletion of the word “gender”.
- 932.** The Worker Vice-Chairperson supported the subamendment proposed by the Government member of the United States.
- 933.** The Government member of Sweden, speaking on behalf of the EU Member States, said that it was difficult to understand the text on the screen and requested clarification regarding the placement of the subamendment.
- 934.** The Government member of the United States clarified that his proposed subamendment was added to the amendments proposed by the Government member of Sweden, speaking on behalf of the EU Member States.
- 935.** The Government member of Chile, speaking on behalf of GRULAC, said that the goal was to keep the text of point 22(d) short and concise, whereas it had become very long. He proposed a subamendment for the text to read, “implement an integrated ILO research agenda and collect disaggregated data by gender and other aspects for a just transition”. The amendment as subamended would now read:
- [implement an integrated ILO research agenda and collect disaggregated data by gender and other aspects for a just transition and decent work, leveraging the full capacity of the ILO and its research partners;] and support research and guidance to better understand and address the impacts of climate change on labour mobility through a rights-based lens, including efforts to track human labour mobility trends, help ensure fair recruitment, support skills recognition and the extension of social protection to migrants and refugees impacted by climate change; and to use this data to assess progress on the just transition agenda and also report progress to the ILO Governing Body on a regular basis;
- 936.** The Employer Vice-Chairperson said that her group did not object to the proposed subamendment of the Government of the United States, although it was somewhat wordy. She supported the inclusion of a reference to ILO research and wished to hear Governments’ views.
- 937.** The Government member of the United States introduced a further subamendment removing the words “including efforts to track human labour mobility trends, help ensure fair

recruitment, support skills recognition and the extension of social protection to migrants and refugees impacted by climate change”, which would reduce the length of the point.

- 938.** The Government member of Sweden, speaking on behalf of the EU Member States, supported the subamendment. He introduced a further subamendment to replace the word “gender” with “sex”, noting that “sex-disaggregated data” was the term normally used.
- 939.** The Government members of Chile, speaking on behalf of GRULAC, and of South Africa, speaking on behalf of the Africa group, and the Employer Vice-Chairperson supported the subamendment submitted by the Government of Sweden, speaking on behalf of the EU Members States.
- 940.** The Government member of Chile, speaking on behalf of GRULAC, preferred the use of the term “gender” rather than “sex”.
- 941.** The Worker Vice-Chairperson requested that the secretariat clarify the difference between labour mobility and labour migration and asked whether labour mobility was covered by international labour standards.
- 942.** The secretariat said that labour migration was normally understood as migration across national borders. Mobility was a more general, generic term and as it related to workers, could refer to either geographical or functional mobility. The text as it read would refer to research and guidance to better understand labour mobility within and across borders. If that was the meaning the Committee sought, labour mobility would be the correct term.
- 943.** The Worker Vice-Chairperson stated that with that explanation, her group supported the amended text.
- 944.** The Employer Vice-Chairperson supported the amended text.
- 945.** The Government member of Chile, speaking on behalf of GRULAC, suggested, regarding the question of whether to use “sex” or “gender”, that the Committee use the language in the original text, which employed the term “gender”.
- 946.** The Employer Vice-Chairperson suggested that the Committee leave this question in the hands of the secretariat to resolve, as it was an editorial issue.
- 947.** The Government member of Sweden, speaking on behalf of the EU Member States, said that the EU statistical services used the term “disaggregated by sex”. The term “gender” was used properly in many other contexts, but in this instance “sex” was the correct term.
- 948.** The secretariat informed the Committee that ILO Labour Statistics Recommendation, 1985 (No. 170) called for statistics to be classified according to sex, age group, and branch of economic activity.
- 949.** The Government member of Brazil said that point 22(d) dealt with disaggregated data as well as a specific group, migrant workers, which was fine but incomplete. Climate change would have a series of impacts, one of which will be to deepen inequalities. Those least responsible for causing climate change would feel the impact of worsening inequality the most. Therefore, he proposed a further subamendment to add the words “on inequality and social exclusion as well as” after the words “climate change”.
- 950.** The Chairperson noted that GRULAC had seconded Brazil’s subamendment.
- 951.** The Government member of Kiribati suggested that GRULAC’s amendment be used elsewhere in the document, as it addressed issues that affected small island developing States. He agreed with the text as it currently stood.

952. The amendments submitted by the Government members of the EU (A.149 and A.150), were adopted, as subamended.

953. Point 22(d) was adopted as amended and subamended.

Point 22(e)

954. Point 22(e) was adopted without amendment.

Point 22(f)

955. Point 22(f) was adopted without amendment.

Point 22(g)

956. The text of point 22(g) as submitted to the Committee by the Drafting Group read as follows:

[reinforce the leadership role of the ILO in advancing a just transition in the multilateral system aimed at promoting policy coherence for a just transition, facilitating the participation of constituents in the UN system and other key cooperation mechanisms, and proactively promoting the Guidelines for a just transition towards environmentally sustainable economies and societies for all in all relevant fora;]

957. The Chairperson noted that three amendments to point 22(g) had been received (A.153, A.106 and A.155), submitted jointly by the Governments of Canada, the United Kingdom and the United States. One amendment (A.139) had been submitted by the Government of Kiribati.

958. The Government member of the United Kingdom stated that the amendment, which consisted of inserting, after “ILO”, the phrase “, as the only tripartite specialized UN agency representing governments, workers and employers,” sought to reinforce the tripartite nature and leadership role of the ILO.

959. The Employer and the Worker Vice-Chairpersons supported the amendment.

960. The amendment (A.153) was adopted.

961. The Government member of the United Kingdom presented a second amendment (A.106), which was intended to highlight the importance of the UNFCCC process and the ILO’s involvement in it. After the words “multilateral system”, insert the phrase “including the United Nations Framework Convention on Climate Change Conferences of the Parties (COPs) and its just transition work programme as well as the Climate Action for Jobs Initiative”.

962. The Government member of Chile, speaking on behalf of GRULAC, agreed with the intent of the amendment but proposed a subamendment to change the order, placing the just transition work programme first. The subamendment would then read: “including the context of the just transition work programme of the United Nations Framework Convention on Climate Change Conferences of the Parties (COPs) as well as the Climate Action for Jobs Initiative”.

963. The Government member of Sweden, speaking on behalf of the EU Member States, appreciated the aim of the subamendment but said that the just transition work programme did not yet exist, so it might be premature to include a reference to it. On the other hand, the Climate Action for Jobs Initiative was an ILO programme. He requested advice from the secretariat.

964. The secretariat explained that the just transition work programme originated from COP27. Subsidiary UNFCCC bodies would provide a draft decision for consideration later this year. So,

it did not yet exist. The just transition work programme would not depend solely on the Conference of the Parties. It would be more accurate to say it was under the UNFCCC itself, to avoid confining it to the Conference of the Parties.

- 965.** The Government member of Chile, speaking on behalf of GRULAC noted that the secretariat indicated the just transitions work programme did not exist yet. The Committee did not know if it would be created but things that ought to happen sometimes did not happen. He recommended not referring to concepts or initiatives that were not firmly in place and operational.
- 966.** The secretariat said that Climate Action for Jobs Initiative existed already. It was under the auspices of the UN Secretary-General and the ILO spearheaded it. It was being implemented in several countries.
- 967.** The Government member of Sweden, speaking on behalf of the EU Member States, proposed a subamendment to remove the reference to the just transition work programme.
- 968.** The Government members of Chile, speaking on behalf of GRULAC, and the United Kingdom, and the Worker Vice-Chairperson supported the subamendment.
- 969.** The Employer Vice-Chairperson proposed a subamendment to delete the reference to the Conference of the Parties, in keeping with the advice provided by the secretariat.
- 970.** The Government member of the United Kingdom questioned whether the ILO could be considered to have a leadership role without mentioning the Conference of the Parties and requested the advice of the secretariat.
- 971.** The secretariat said that in the multilateral system dealing with climate processes, the UN Climate Conference included the Conference of the Parties, the Conference of the Parties to the Paris Agreement, and the Conference of the Parties to the Kyoto Agreement.
- 972.** The Employer Vice-Chairperson supported the amended text.
- 973.** The amendment (A.106) was adopted as subamended.
- 974.** The Government member of Kiribati, speaking on behalf of the Asia and Pacific group, proposed an amendment (A.139) to insert at the end of point 22(g) the phrase “with special consideration given to least developed countries and small island developing States”.
- 975.** The Worker Vice-Chairperson seconded the amendment.
- 976.** The Government members of Chile, speaking on behalf of GRULAC, of the Philippines, and of Sweden, speaking on behalf of the EU Member States, and the Employer Vice-Chairperson, supported the amendment.
- 977.** The amendment (A.139) was adopted.
- 978.** Point 22(g) was adopted as amended and subamended.
- 979.** The Government member of Canada introduced an amendment (A.155) to move point 22(g) to immediately below the chapeau of point 22.
- 980.** The Government member of Chile, speaking on behalf of GRULAC, and the Employer and Worker Vice-Chairpersons supported the amendment.
- 981.** The amendment (A.155) was adopted.

Point 22(h)

- 982.** Point 22(h) was adopted without amendment.

Point 22(i)

983. Point 22(i) was adopted without amendment.

Point 22(j)

984. The Government member of Sweden, speaking on behalf of the EU Member States proposed an amendment (A.151) to add at the start of the paragraph “mainstream environmental sustainability and climate change throughout its operations and ...” as an attempt to add action-oriented language so the ILO could gear up on climate action. He pointed to a 2021 evaluation by the Multilateral Organizations Performance Assessment Network (MOPAN) which had raised several issues and found that the ILO did not effectively mainstream climate change in its operations.

985. The Worker Vice-Chairperson supported the amendment.

986. The Employer Vice-Chairperson did not support the amendment and cited a Governing Body action plan, which had led to the ILO mainstreaming environmental sustainability and climate change in its operations.

987. The Government member of Chile, speaking on behalf of GRULAC, supported the amendment.

988. The Employer Vice-Chairperson requested clarification from the Office.

989. The secretariat responded that there was indeed a Governing Body action plan in place which was relevant to the ILO’s work in mainstreaming environmental sustainability and climate change. The Office had, since 2016, been putting in place an environmental management system and had established an Office-wide Environmental Sustainability Committee.

990. The Employer Vice-Chairperson proposed a subamendment to delete “environmental”, to broaden the focus to include social and economic issues. Point 22(j) as amended and subamended would now read as follows:

mainstream sustainability and climate change throughout its operations and [promote just transition through ILO-led initiatives such as the Global Coalition for Social Justice.]

991. The Government members of China, South Africa, speaking on behalf of the Africa group, Sweden, speaking on behalf of the EU Member States, and the Worker Vice-Chairperson supported the amendment.

992. The amendment (A.151) was adopted as subamended.

993. The Employer Vice-Chairperson proposed an amendment (A.96) to remove the wording “such as the Global Coalition for Social Justice” because the Global Coalition was still a work in progress, yet to be approved by the Governing Body.

994. The Worker Vice-Chairperson did not accept the deletion and asked to keep the reference to the Global Coalition. Although the Governing Body had not yet approved the Coalition, it was acceptable to mention initiatives that were in the pipeline. The Committee should not hesitate to promote ILO initiatives which were current and brought substance to its conclusions. She proposed a subamendment to add references to the Climate Action for Jobs Initiative and The Global Accelerator on Jobs and Social Protection for Just Transitions. Both initiatives pointed to the ILO’s role in ensuring increased collaboration across UN agencies and the multilateral system. The amendment as subamended would now read as follows:

mainstream sustainability and climate change throughout its operation and [promote just transition through ILO led initiatives and programmes on social justice such as the Climate

Action for Jobs Initiative, the Global Accelerator on Jobs and Social Protection for Just Transitions, and the Global Coalition for Social Justice.]

- 995.** The Government member of South Africa, speaking on behalf of the Africa group, supported the amendment to remove the reference to the Global Coalition for Social Justice because it had not yet been approved by the Governing Body.
- 996.** The Government from member of Chile, speaking on behalf of GRULAC, supported the amendment.
- 997.** The Worker Vice-Chairperson accepted the amendment.
- 998.** The Government member of South Africa, speaking on behalf of the Africa group supported the amendment
- 999.** The amendment (A.196) proposed by the Employers' group was adopted, as subamended.
- 1000.** Point 22(j) was adopted as amended and subamended.

Three new points to be added after point 22(j)

- 1001.** The Chairperson noted that three additional points had been proposed through amendments, to be added in the text below point 22(j).
- 1002.** The first additional point (A.70) was submitted by the Workers' group, and read as follows:

monitor the nationally determined contributions under the Paris Agreement and evaluate their compliance with the principles of just transition;
- 1003.** The Worker Vice-Chairperson explained that the NDCs were regarded as central references for governments to implement their commitments under the Paris Agreement. Including a reference to them in the conclusions would add value to the text.
- 1004.** The Employer Vice-Chairperson said that her group could not support the amendment proposed by the Workers' group because it took the ILO beyond its scope and mandate. NDC monitoring should be done by the UNFCCC and by national governments. The UNFCCC issued a robust NDC synthesis report and had a NDC registry, for example. The Paris Agreement had an implementation and compliance committee that facilitated its implementation and promoted compliance with its provisions. She also referred to the just transition action plan that would be developed after the Committee concluded its work: this amendment would create confusion because it created a new monitoring and tracking role for the ILO.
- 1005.** The Government members of Chile, speaking on behalf of GRULAC, of Sweden, speaking on behalf of the EU Member States, and of Switzerland, supported the view expressed by the Employers' group.
- 1006.** The Worker Vice-Chairperson explained that her group did not want to take the ILO beyond its mandate, but the ILO was the only tripartite body within the multilateral system, and the Workers were committed to strengthening the ILO's leadership role within the system. Her group's amendment would allow the ILO to provide guidance on this specific area as well. She subamended her group's amendment, to read as follows:

provide guidance on the application of the principles of just transition within the nationally determined contributions under the Paris Agreement;
- 1007.** The Employer Vice-Chairperson did not support the Workers' group's subamendment and reiterated her group's view that this took the ILO beyond its mandate. She pointed out that this view enjoyed the support of Government groups and members.

1008. The Government members of Chile, speaking on behalf of GRULAC, of Indonesia, of the Islamic Republic of Iran, and of South Africa, speaking on behalf of the Africa group, did not support the subamendment proposed by the Workers' group.

1009. The Worker Vice-Chairperson withdrew the proposed amendment (A.70) and subamendment.

1010. The Government member of Kiribati, speaking on behalf of the Asia and Pacific group, presented an amendment (A.162) to add a new point under point 22(j). The text of the amendment read as follows:

ensure that all Member States are included in the just transition, including small island developing States and least developed countries, through stakeholder engagement and effective implementation with regional/subregional offices, and periodic assessments with special consideration given to least developed countries and small island developing States.

1011. The Employer Vice-Chairperson seconded the amendment introduced by Kiribati, indicating that her group fully supported it.

1012. The Government members of Chile, speaking on behalf of GRULAC, and of South Africa, speaking on behalf of the Africa group, supported the amendment.

1013. The Government member of Sweden, speaking on behalf of the EU Member States, indicated that while he supported the spirit of the amendment, he believed that the issues were already adequately covered in other parts of the conclusions, and therefore did not approve its inclusion.

1014. The Government member of Brazil supported the overall idea of the amendment but noted that there was no reference to technical assistance, capacity-building or South-South cooperation in the text. He therefore proposed adding the words "provided the capacity to embark a just transition" after "Member States are" in the first sentence, and that "included in the just transition" be deleted. He also proposed to add "technical assistance, capacity-building," before "stakeholder engagement". The text would then read:

ensure that all Member States are provided the capacity to embark a just transition including small island developing States and least developed countries, through technical assistance, capacity-building, stakeholder engagement and effective implementation with regional/subregional offices, and periodic assessments with special consideration given to least developed countries and small island developing States.

1015. The subamendment was seconded and supported by the Government members of Barbados and of Chile, speaking on behalf of GRULAC.

1016. The Worker Vice-Chairperson supported the idea of including small island developing States and least developed countries in the conclusions. She noted her group's concern with the use of the term "stakeholder engagement" without also mentioning "social dialogue". Since this part of the text referred to actions that the ILO should take, that made it seem as if the ILO supported only stakeholder engagement and not social dialogue. She would also prefer the use of "Members" and not "Member States". She proposed a further subamendment that would delete "ensure that Members are provided" and replace it with "provide Members with" at the beginning of the sentence. In addition, she proposed inserting "and" between "technical assistance" and "capacity-building", and to delete the rest of the text after "capacity-building", to read:

provide Members with the capacity to embark on a just transition including small island developing States and least developed countries through technical assistance and capacity-building.

- 1017.** The Government member of Barbados supported the subamendment proposed by the Workers' group but observed that the order of the sentence required adjustment. He proposed to move the text "including small island developing States and least developed countries" to after "provide members". The text would then read:

provide Members, including small island developing States and least developed countries, with the capacity to embark on a just transition through technical assistance and capacity-building.

- 1018.** The Employer Vice-Chairperson supported the text as subamended by the Workers' group and subamended by Barbados.

- 1019.** The amendment (A.162) was adopted as subamended.

- 1020.** The Government member of Kiribati presented an amendment (A.163) for another new point to be added below point 22(j). The text of the amendment read as follows:

formulate coherent just transition frameworks for labour mobility schemes that advance decent work and poverty reduction with special consideration given to least developed countries and small island developing States.

- 1021.** The Employer Vice-Chairperson supported the amendment but proposed a subamendment to add ", skills mobility and development" after "decent work".

- 1022.** The Worker Vice-Chairperson asked the Office for clarification on the meaning of "labour mobility schemes" and "skills mobility".

- 1023.** The secretariat explained that the issue of "labour mobility schemes" had been examined by the Governing Body at its 346th (October–November 2022) Session during a discussion on temporary labour migration. The report before the Governing Body set out the various ways in which governments regulated and developed regulations and frameworks for labour migration, which included labour mobility, and the different ways in which governments opened migration pathways. "Skills mobility" was a term that was associated with the other types of channels that governments were opening related to the types of skills that migrant workers might bring, and they focused on mobility pathways that would allow for some forms of temporary work related specifically to skills rather than other characteristics. For example, there were skills mobility partnerships emerging between countries of destination and countries of origin that identified labour shortages in certain areas and the specific skills that were needed to remedy those shortages.

- 1024.** The Worker Vice-Chairperson said that considering the explanation provided by the Office, her group was prepared to support the subamendment proposed by the Employers' group. She pointed out that the use of the word "schemes" after "labour mobility" might be superfluous but left that to the Office to address during final editing of the conclusions.

- 1025.** The amendment (A.163) was adopted as subamended.

Adoption of the draft conclusions

- 1026.** The draft conclusions were adopted as amended and subamended.

- 1027.** The Chairperson congratulated the members of the Committee. While there were diverse opinions expressed during the discussions, a tripartite consensus was reached to shape the outcome. A timely set of conclusions had been adopted that would guide the ILO's work in achieving a just transition towards environmentally sustainable economies and societies for all.

Adoption of the draft resolution

1028. The draft resolution was adopted.

Closing statements

- 1029.** The Employer Vice-Chairperson observed that the spirit of consensus and social dialogue had prevailed despite the challenges during the discussions. It was a moment of pride to have adopted the conclusions through a tripartite approach. The outcome would be useful in realizing just transition and in guiding action by the ILO and its constituents for a sustainable future.
- 1030.** The Worker Vice-Chairperson expressed appreciation to all those whose hard work was reflected in the outcomes achieved by the Committee. She thanked the Employers' group, which had contributed to the greatest extent and as positively as it could to the successful result. The general discussion and its outcome had brought the Organization one step closer to achieving what the Governing Body had called on it to do.
- 1031.** The Government member of Sweden, speaking on behalf of the EU Member States, highlighted the way in which the ILO's unique tripartite structure gave equal voice to governments, employers, and workers.
- 1032.** The Government member of Barbados particularly noted that the discussion had recognized and seriously addressed the predicament of small island developing States. The conclusions on a just transition were not simply for governments, but for all of society.
- 1033.** The Government member of the United States highlighted the quality of the conclusions, which would help guide action in pursuing a just transition.
- 1034.** The representative of the Secretary-General said that the conclusions underlined the vital role of the ILO and its constituent base in addressing climate change. The Decent Work Agenda remained fundamental as governments, employers and workers navigated multiple systemic challenges in transition. The Committee's conclusions would inform an action plan for consideration at the 349th Session (October–November 2023) of the Governing Body. This action plan would in turn inform the ILO's advice to constituents and allow the ILO to take a leading role in multilateral discussions on just transitions.
- 1035.** The Chairperson thanked the delegates for the prevailing spirit of social dialogue. The conclusions signalled Members' commitment to just transitions. He thanked the Vice-Chairpersons, the Reporter, the secretariat and all who had helped the Committee to reach its successful conclusion.