

**Trade Union Training on Sustainable Development,
Green Jobs & Decent Work (A3-56350)**

14 -18 Oct 2013 / Bangkok

(Organized in cooperation with ILO Green Jobs Programme)

1. BACKGROUND

This training workshop, “*Trade Union Training on Sustainable Development, Green Jobs & Decent Work*”, is designed to enhance the understanding of trade unions on challenges posed by climate change for the world of work, ILO’s green jobs response and relevance of decent work agenda to green jobs and sustainable development. The training is expected to contribute towards unions’ technical and organizational capacities for effective social dialogue for policy development and initiatives for decent work in ‘green economy’, including greening & decent work in existing jobs.

A number of crises face the workers today - jobs crisis, rising prices, falling incomes, food insecurity, malnutrition, water scarcity, inadequate health services, energy crisis and growing violations of workers’ rights in most countries. Against this background, came the global financial & economic crisis (a consequence of greed, de-regulation and blind faith in the wisdom of free markets) and now a serious threat to the planet posed by the global warming and other climate change effects. Environmental crisis is not unrelated to the many crises in the world of work – it is in fact a consequence of the development model that the world has been following. And if scientists are to be believed we are now fast reaching the limits of the Planet Earth and issue of sustainable development has become urgent necessity.

For developing countries, the impacts of global warming are likely to be even more severe and could threaten their development prospects in view of their limited financial and technological abilities. Needless to say, workers and other poor communities in these countries, including the vast majority of women, will be worst hit. Unions are concerned that ‘free markets & open competition’ are not going to solve the problems and cooperation and assistance to developing countries is essential if the aim is to address climate challenges.

Sustainable development requires not only the respect for ecological limits but also respect for human and social rights, including the rights of workers. Trade unions recognize that ‘business as usual’ approach cannot continue if countries have to move towards sustainable development. Addressing environmental concerns, including climate change, will involve bringing about a series of transformations in economic and social development, in production (and consumption) patterns. And this has major implications for employment, incomes and poverty. Unions have therefore been stressing that employment transition measures are crucial for social and economic viability of climate change responses.

Governments are currently involved in discussions to come up with a new agreement and a shared vision for long term cooperative actions for less energy consuming and more sustainable patterns of production and consumption. It is in this context that ILO’s proposals for decent work response to global economic crisis become relevant also for moving towards socially just and sustainable transition to a green economy. As reflected also in the ILO’s Global Jobs Pact, for ‘green jobs’ to make a sustainable contribution to clean economic growth and poverty reduction, it is essential that these are decent jobs from social (including gender) perspective – inclusive policies are needed to ensure that women workers are not excluded due to design and implementation process of policy responses.

Trade Unions are of the view that since the climate changes will affect workers, it is important that workers are not only made aware of but are also involved in the process of managing this change towards green economy. To ensure effective workers participation in this process there must not only be freedom of association, but workers and their organizations must also have access to knowledge and tools that enable them to play a leading role in building a just and sustainable society. Respect for freedom of association and right to collective bargaining are as much a part of the solution for a low-carbon 'sustainable' world as is the 'technology'.

This training programme will therefore address the following needs:

- Raise awareness among union representatives in Asia on challenges posed by climate change for the world of work, ILO's green jobs response and relevance of decent work agenda to green jobs and sustainable development,
- Develop understanding on the linkages between environment policies and labour standards so as to promote decent-green jobs for workers in a green economy,
- Promote union capacities for engaging in social dialogue at national and company level to contribute to policy making and union actions to promote green jobs initiatives with decent work at its core, including through DWCPs.

2. WORKSHOP OBJECTIVES

This workshop is aimed at capacity building of trade unions in the area of sustainable development, climate change policies, green jobs and decent work. Upon completion of the workshop, the participants will be able to:

- Know about key concepts in the environmental debate, including dimensions of sustainability, relations between growth & development and links between environment, poverty and human well-being;
- Develop understanding of environmental challenges and their consequences for employment, livelihoods & development and role of trade unions;
- Review the key environmental challenges facing their countries and identify main issues being faced by the workers and trade unions as a consequence of these climate change & other environment hazards;
- Understand the links between environment protection policies, work place conditions and relevance of ILO's labour standards in a green jobs strategy and role collective bargaining in promoting decent-green jobs;
- Acquire understanding of the Decent Work approach, DWCPs and its relevance for developing responses to deal with climate change issues, including green jobs strategies;
- Suggest policies for mainstreaming gender issues in responses to climate change policies and actions;
- Analyse challenges and opportunities for the generation of decent work in a new model of sustainable production and consumption.
- Develop a follow up work plan - aimed at contributing to the technical and/or institutional development within trade unions in the area of workers education, policy development and/or actions for promotion of decent green jobs;

3. WORKSHOP STRUCTURE AND CONTENTS

The workshop will be comprised of the following sections:

a) Global ‘Crisis’, Sustainable Development and Decent Work: This session will focus on changes in the world of work in the age of globalization, lessons of global economic crisis for sustainable development, relevance of ILO’s decent work framework for environment, livelihoods and development [the concept of Decent Work, its relevance to greening of jobs, relevance of Decent Work Country Programmes] and role of trade unions for promoting decent work and sustainable development.

b) Country Situation Review: Each participant will be required to prepare beforehand country reports, no longer than 2-3 pages, containing bullet points on the following:

- What are the main environmental challenges faced by your country? What causes these problems? Who is affected?
- What are the main labour challenges faced by your country?
- What linkages do you see between labour & environment challenges you mention above?
- Are trade unions involved in environment policy discussions with the government? Is environment policy a tripartite issue?
- Have unions been involved in discussion and preparation of ILO's Decent Work Country Programmes (DWCPs)?
- Do trade unions have a policy on climate change, environment protection and jobs? Has the union taken any initiative (through workers education or collective bargaining or through field action programme) to promote environment protection? Green jobs? With what outcome? What obstacles you faced?

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

c) Understanding Climate Change & its labour and social dimensions: Through different session(s), focus will be on building understanding of participants on climate change, its impact on development, employment and poverty issues, current discussions relating to adaptation, mitigation technology transfer and funding. Within this context, presentation will also be made on the inter-governmental climate change negotiations, ITUC position and strategy.

d) Responding to Climate change challenge: ILO initiatives in Asia-Pacific: ILO has undertaken a number of initiatives in Asia-Pacific with the cooperation of social partners – this session will focus not only on salient features of these initiatives & lessons learnt but also a discussion with participants on how ILO can support trade union initiatives for decent-green jobs in times ahead.

e) Policy options for adapting to Climate Change effects: This session will discuss current policies and initiatives being taken for adaptation and mitigation in different countries - discussions will also focus on role of trade unions at the national level social dialogue and at the collective bargaining level at the workplace.

f) Promoting Just Transition: Seeking Participation & Role, Not Just Safety Nets: Transition to sustainable development will entail changes & costs – will create jobs but will also affect existing livelihoods & cause job losses – in the context of the industry, solutions to environmental problems will involve closures, layoffs, changes in the way people work and also affect communities - a Just Transition Program is necessary for workers – to be developed with the participation of those affected.

g) Greening Industry, Improving Working Conditions: In the context of industry, the threats to environment come also from certain business and human resource management

practices. This session will discuss management practices concerning labour, employment and production and link the relevance of fundamental labour standards (such as FoA and collective bargaining) to environment protection, greening of existing jobs as well as of polluting industrial processes so as to ensure decent & safe work and sustainable development.

h) Role of Trade Unions in Promoting Sustainable Development: developing follow up work plans: Participants will work in groups to prepare follow up work plan proposals aimed at contributing to the technical and/or institutional development within trade unions in the area of workers education, policy development and actions for promotion of decent jobs in a green economy;

i) Evaluation: End-of-workshop evaluation will be done, although feedback would be welcome on daily basis. There will also be a post-workshop evaluation which will be conducted one year after the completion of the workshop in order to evaluate the progress made with regard to the follow up work plans.

4. PARTICIPANTS

The nominating organisation is requested to nominate two candidates, at least one of who must be a woman, keeping in mind the following criteria: Participants must be:

- Office bearer/member of the national or industrial level union's youth and/or women committee who the union wishes to make a focal point for environment and sustainable development issues; OR
- Trade Union educator responsible for organizing training programmes in the field of health, safety and environment protection, labour standards and collective bargaining rights;
- Applicants should preferably be 45 years or under.

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

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

5. WORKSHOP PREREQUISITES: Country report:

Each participant should prepare country report [as mentioned above in section 3(b) under Country Situation Review] - no longer than 2- 3 pages or be prepared as a PowerPoint presentation (not more than 7-8 slides). It should be sent by e-mail to the following address: actrav_turin@itcilo.org or by fax (+39-011-693-6589)

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

6. LANGUAGE

The workshop will be conducted in English. Participants are expected to fully involve themselves in discussions and group activities and so they must have reasonable English speaking abilities. HOWEVER, advance English language skills are not a requirement.

7. DURATION AND STARTING DATE

The workshop will be held in Bangkok from 14 -18 Oct 2013.