Decent work and social justice in the ecological transition

Fourth ILO Employment Policy Research Symposium
Employment policies for a job-rich recovery and a better future of work

Moustapha Kamal Gueye,
Global Coordinator, ILO Green Jobs Programme
Outline

1. The Global Environment Outlook
2. Challenges and opportunities for the world of work
3. Enhancing the impact on the generation of productive and decent jobs
1. The Global Environment Outlook
Of the nine planetary boundaries identified by the Stockholm Resilience Center in 2009, four have been crossed: (climate change, biodiversity loss, land-system change, and biogeochemical flows).
2. Challenges and opportunities for the world of work
Heat stress and labour productivity

Heat stress under a 1.5°C scenario, 2.2% of work hours will be lost in 2030, equivalent to 80 million full time jobs.

- Need to design, finance and implement national policies to address heat stress risks and protect workers
- Adequate infrastructure
- Improved early warning systems for heat events
- Implementation of international labour standards on OSH

Climate action and employment

- Achieving the 2-degree target brings net employment gains of **18 million new jobs**
- Some regions will experience employment creation, others loss of employment
- Important reallocation:
  - Away from fossil fuels towards renewables
  - Within the mining and manufacturing sector towards inputs for electrical machinery

Source: ILO (2018) *Greening with jobs – World Employment and Social Outlook*
Jobs in a green recovery from COVID-19

- Investments in renewable energies, building efficiency and green transport would add 20.5 million jobs by 2030, compared to 3 million jobs under business as usual.

- By 2030 green versus the conventional recovery stimulus result in GDP gains of 1.8% and 0.4%, respectively.

- Decline in global emissions by 14% in 2030, while BaU would add close to 1% of CO2 as compared to the baseline with no stimulus at all.
A four dimensional transformation in labour markets

- Some jobs substituted
- New jobs created
- Some jobs redefined
- Some jobs eliminated
A just transition towards environmentally sustainable economies and societies for all

A Just transition aims to maximize climate action and minimize negative social impacts of a green transition, while maximising opportunities.

Planning for a just transition has clear positive impact on the labour market including:

- Job and income gains are maximized
- Risks of job and income losses are minimised and addressed
- The vulnerable are protected and included

Economies have lower emissions and climate change vulnerability

Quality jobs increase and social justice advanced
3. Enhancing the impact on the generation of productive and decent jobs
Transformative change through build-up and break-down

Five key areas of action:

- Adapt to deep decarbonization
- Transform global food systems
- Build environmentally sustainable and resilient infrastructure
- Build a circular economy
- Transform and align finance for sustainable development

ILO constituents’ guidance on decent work and environmental change

- **2013**: ILC General discussion and Conclusions
- **2015**: Adoption of ILO Guidelines for a Just Transition
- **2019**: ILO Centenary Declaration notes a just transition to a future of work
- **2021**: Global call to action for a human-centred recovery from the COVID-19
ILO tripartite Guidelines for a just transition - 2015

Policy coherence and effective institutional arrangements
Social Dialogue

Macro/Sector
- Macroeconomic
- Industrial and sector

Employment
- Enterprises
- Skills
- Labour market

Labour Protection
- Occupational safety and health
- Social protection

Gender

Paris Agreement on climate change refers to a just transition and the creation of decent work
Knowledge, capacity building and integrated policies

- Climate-employment assessment
- A green economy grounded on social dialogue
- Development cooperation projects
- Supporting policies for green job creation
- Training and capacity building
- Gender impacts
- Youth impacts

Advancing social justice, promoting decent work
Green jobs for women and men materialized

Reduced job and income vulnerability to climate change and climate responses

Green Enterprises

Skills development

Social protection

Whose needs?
Micro, small and medium enterprises to tap into opportunities in emerging green markets and the workers they employ

Whose needs?
Youth preparing to enter the labour market or workers that lose their jobs and need retraining

Whose needs?
Workers that lose their job due to a coal mine closure /other restructuring and need unemployment benefits or early retirement
Integrating decent work in the Nationally Determined Contributions to the Paris Agreement and in long term plans for Net Zero

Social and employment dimensions largely missing from the first round of NDCs

Employment & social assessment of employment and social impacts of climate policies

Social dialogue and policy coordination across line ministries

Several countries included /plan to include just transition and decent work elements in the new submissions, including Argentina, Chile, Colombia, Costa Rica, Cote d'Ivoire, Ghana, Nigeria, Zimbabwe
Joint UN Support on Green Recovery – Ex: SDG Fund

**RESILIENT INFRASTRUCTURE**
- Water and power grid systems, economic transformation, waste management, technology enhancement, renewable energy systems

**GENDER & HEALTH**
- Women entrepreneurship, health and community, rural communities' access to health, rural development, nutrition enhancement, sustainable farming transition

**BLUE ECONOMY**
- Blue financing solutions to preserve marine resources and coral reefs while offering income opportunities

**NATURAL ECOSYSTEMS & CLIMATE ACTION**
- Green financing solutions, climate mitigation and resilience, natural capital resource management, air pollution and carbon emissions

**AGRICULTURE & FOOD SECURITY**
- Agricultural supply chains, financing smallholder farmers, rural development, nutrition enhancement, sustainable farming transition
The Climate Action for Jobs Initiative
Launched by the UN Secretary-General and ILO Director-General at COP25

Mission and Vision: boost climate action by ensuring that people’s jobs and well-being are at the centre of the transition to a carbon-neutral and climate-resilient economy.

A Multistakeholder Alliance for a Decade of Action

Enable ambitious climate action that delivers decent jobs and advances social justice.

Support countries on bold solutions for a transition towards a sustainable future that is just and enjoys broad-based support.

Facilitate an inclusive and sustainable recovery from the COVID-19 crisis.