A just transition to sustainability

World Employment and Social Outlook 2018

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www.iло.org/weso-greening
From the perspective of the world of work, sustainability is urgent

• For the sustainability of **jobs**, **work** and **development**
• For **social justice**

Structural transformation, equivalent to an industrial revolution. Touches all sectors, led by:

• Agriculture
• Fisheries
• Manufacturing
• Buildings and construction

• Forestry
• Energy
• Waste management
• Transportation
Jobs in a green economy
Scenario: Energy

Employment in 2030 associated with energy sustainability, compared with the business-as-usual scenario

Notes: Percentage difference in employment outcomes between the IEA 2°C and 6°C scenarios by 2030.
## Jobs in a green economy
### Scenario: Energy

Employment in 2030 associated with energy sustainability, compared with the business-as-usual scenario (millions)

<table>
<thead>
<tr>
<th>Sector</th>
<th>Jobs created</th>
<th>Sector</th>
<th>Jobs lost</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 Construction</td>
<td>6.5</td>
<td>1 Petroleum Refinery</td>
<td>-1.6</td>
</tr>
<tr>
<td>2 Manufacture of electrical machinery and apparatus</td>
<td>2.5</td>
<td>2 Extraction of crude petroleum and services related to crude oil extraction</td>
<td>-1.4</td>
</tr>
<tr>
<td>3 Mining of copper ores and concentrates</td>
<td>1.2</td>
<td>3 Production of electricity by coal</td>
<td>-0.8</td>
</tr>
<tr>
<td>4 Production of electricity by hydro</td>
<td>0.8</td>
<td>4 Mining of coal and lignite; extraction of peat</td>
<td>-0.7</td>
</tr>
<tr>
<td>5 Cultivation of vegetables, fruit, nuts</td>
<td>0.8</td>
<td>5 Private households with employed persons</td>
<td>-0.5</td>
</tr>
<tr>
<td>6 Production of electricity by solar photovoltaic</td>
<td>0.8</td>
<td>6 Manufacture of gas; distribution of gaseous fuels through mains</td>
<td>-0.3</td>
</tr>
<tr>
<td>7 Retail trade, except of motor vehicles and motorcycles; repair of personal and household goods</td>
<td>0.7</td>
<td>7 Extraction of natural gas and services related to natural gas extraction, excluding surveying</td>
<td>-0.2</td>
</tr>
</tbody>
</table>

Making the transition to sustainability a JUST transition

ILO’s Guidelines for a just transition to environmentally sustainable economies and societies for all

• Policy framework
• Result of tri-partite negotiations
• Nine policy areas
  • Macroeconomic and growth
  • Industrial and sectoral policy
  • Enterprise policies
  • Skills development
  • Occupational safety and health
  • Social protection
  • Active labour market policies
  • Rights
  • Social dialogue and tripartism
Social protection is crucial for the transition to be just

• The transition will negatively affect certain industries and programmes, affecting livelihoods
  • POL and ROU: Closing of coal mines with worker compensation
  • PHL: Closing of coal mines put on hold for lack of social protection
  • EGY: Elimination of fossil fuel subsidies supported cash transfers to those most affected by rising prices
  • CHN: Ban on forestry exploitation with worker compensation

• Social protection adapted to increasing environmental degradation
  • ETH, ZAF, IND: Public employment programmes
  • KEN: Climate-adjusted social assistance
Without the necessary skills there will be no transition

Current challenges:

1. **Skills mismatch** remains a major obstacle to achieve the transition

2. Only few countries **assess, identify and develop** the skills which will be needed in the transition

3. Many actors involved (firms, workers, training providers, different government agencies) making coordination difficult

27 country profiles at: [www.ilo.org/weso-greening/#Chapter-5/1](http://www.ilo.org/weso-greening/#Chapter-5/1)
Social dialogue can advance consensus and the transition

International framework agreements (IFAs)
• Of 104 IAFs studies: 61 include “green” provisions; 20 of them are with non-European multinationals
  • 47.5% in the energy, manufacturing, automotive or construction sectors
• Clauses have evolved: more detail and complexity (e.g. provisions on monitoring and enforcement, transparency and support for a just transition)

National agreements
• Measures to “green” the workplace, worker protection coupled with environmental protection (e.g. whistle-blower protection, right to refuse to work)

There tends to be agreement among workers and employers on the long term benefit of sustainability. Greening is an opportunity to build consensus and a shared vision between social partners.
For the world of work, a transition to sustainability is urgent.

It will bring overall net job creation, with reallocation and destruction in specific sectors.

The transition requires complementary policies to make it just.

The ILO Guidelines for environmentally sustainable economies and societies for all (LINK)
WESO Greening with Jobs
The ILO Guidelines for a Just Transition

For more information: montt@ilo.org

Or visit us on the web: www.ilo.org/weso-greening:
1. Report in Short (video)
2. Interactive results
3. Download the full report

Download the Guidelines for a Just Transition

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