



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**

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▶ 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



The changing landscape of global risks

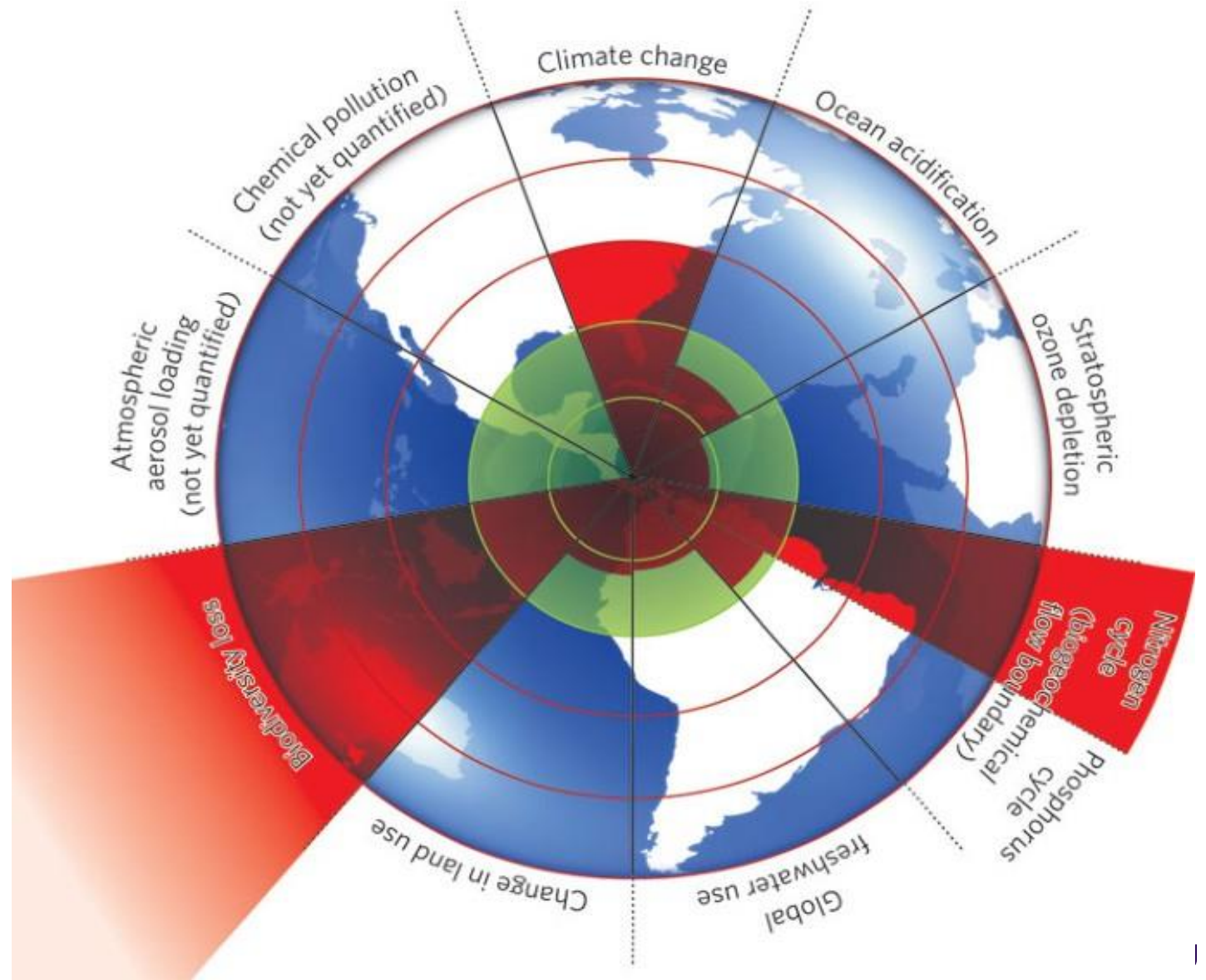


Economic Environmental Geopolitical Societal Technological

Source: World Economic Forum 2007-2020, Global Risks Report

The planetary boundaries

- 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**).

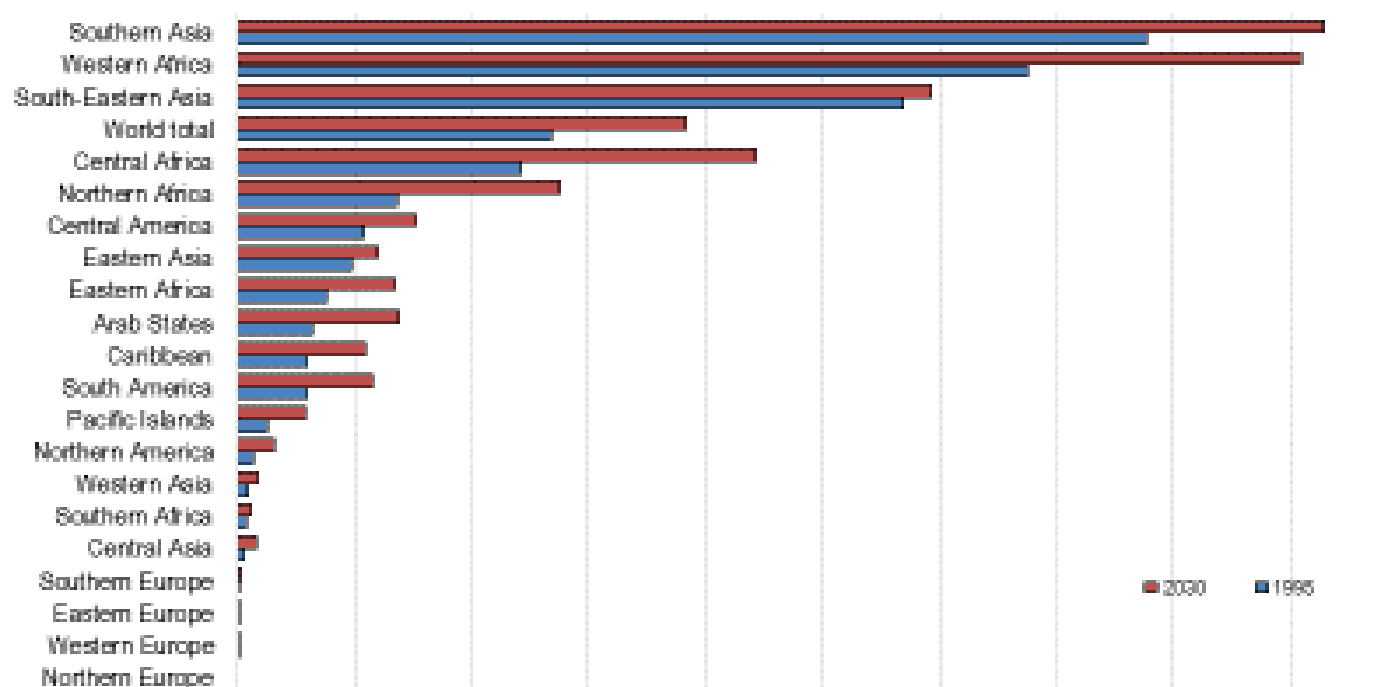


▶ 2. Challenges and opportunities for the world of work



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.



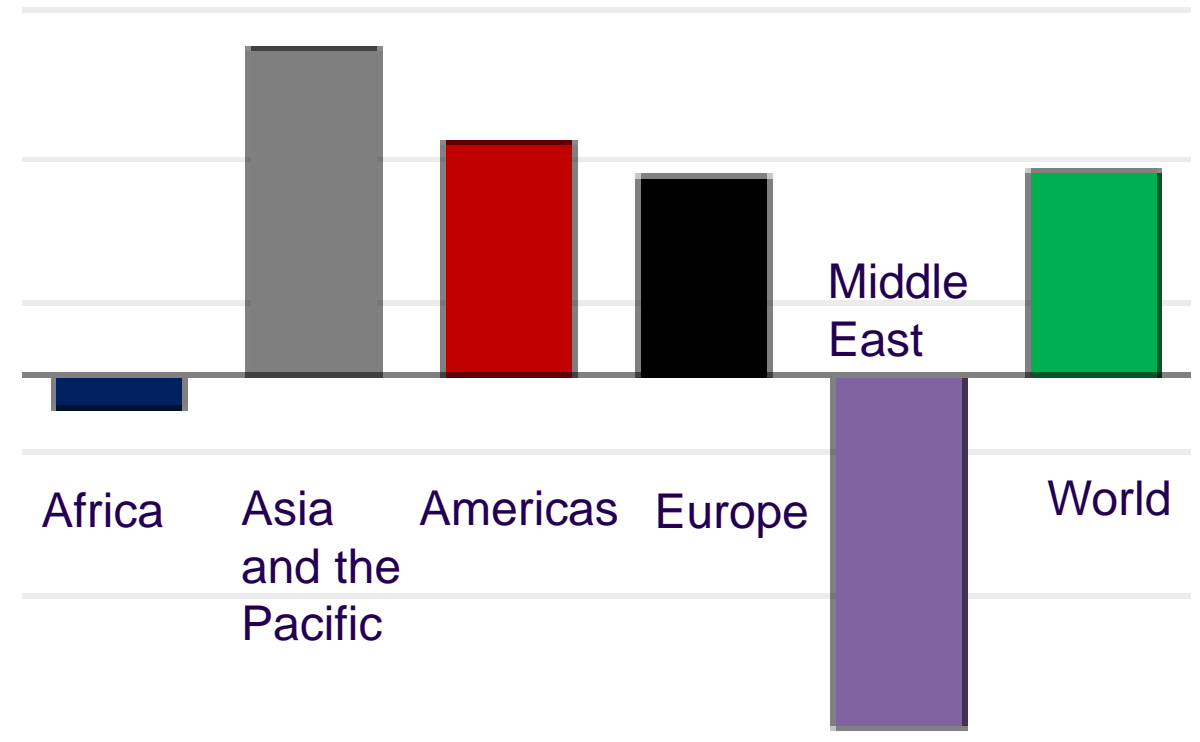
- Need to design, finance and implement national policies to address heat stress risks and protect workers
- Adequate infrastructure
- Improved early warning systems for heat events
- Implementation of international labour standards on OSH

Source: ILO, *Working on a warmer planet: The effect of heat stress on productivity and decent work*, 2019

Climate action and employment

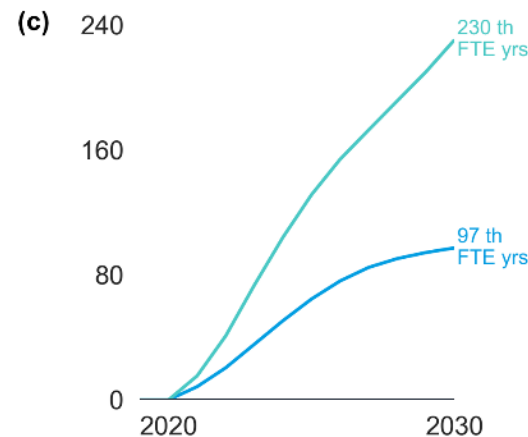
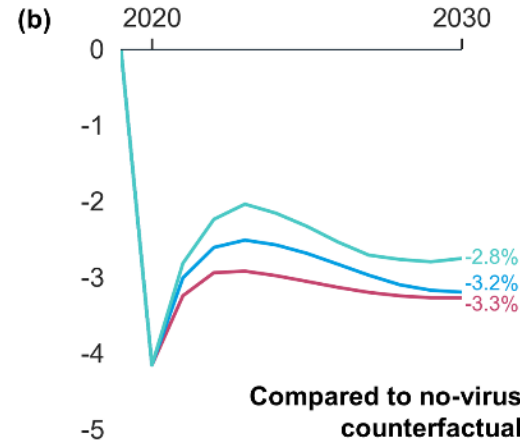
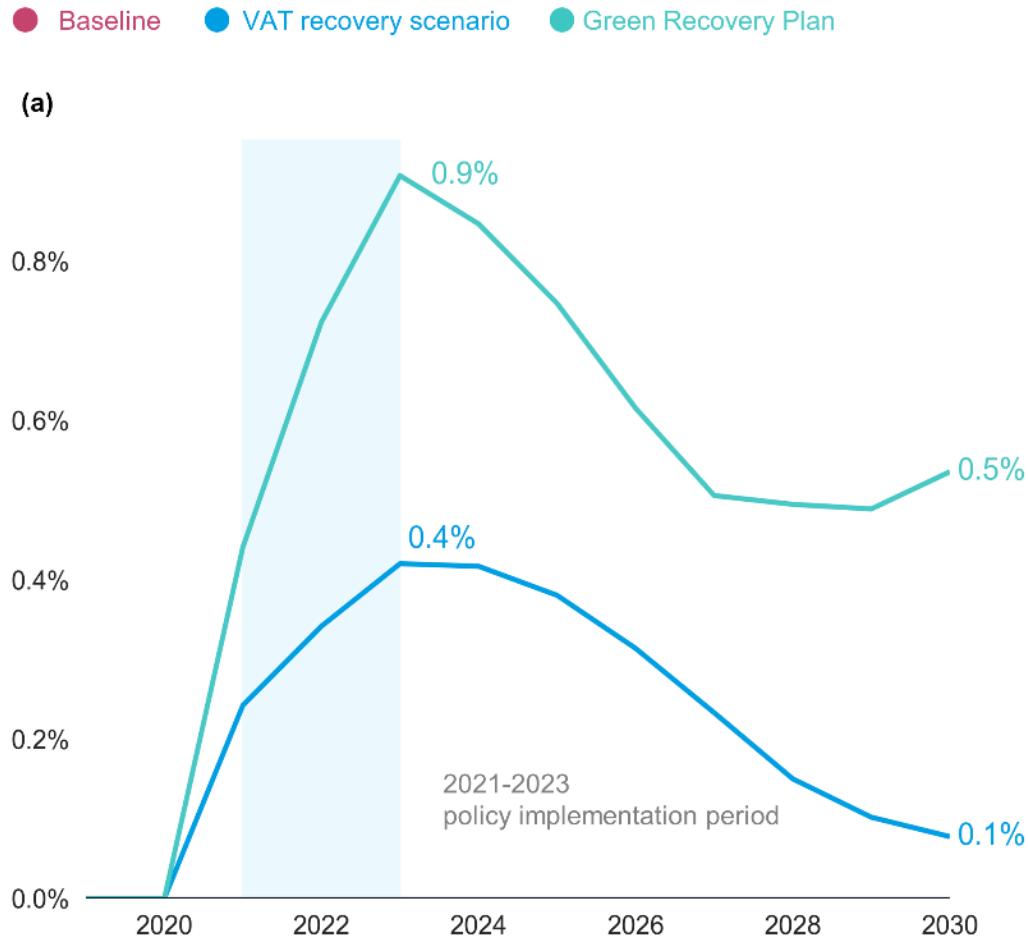
- ▶ Achieving the 2-degree target brings net employment gains of **18 million new jobs**
- ▶ Some regions will experience employment creation, others loss of employment
- ▶ Important reallocation:
 - Away from fossil fuels towards renewables
 - Within the mining and manufacturing sector towards inputs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

18 million net job gain with the implementation of the Paris Agreement in the **energy sector**



Source: ILO (2018) *Greening with jobs – World Employment and Social Outlook*

Jobs in a green recovery from COVID-19

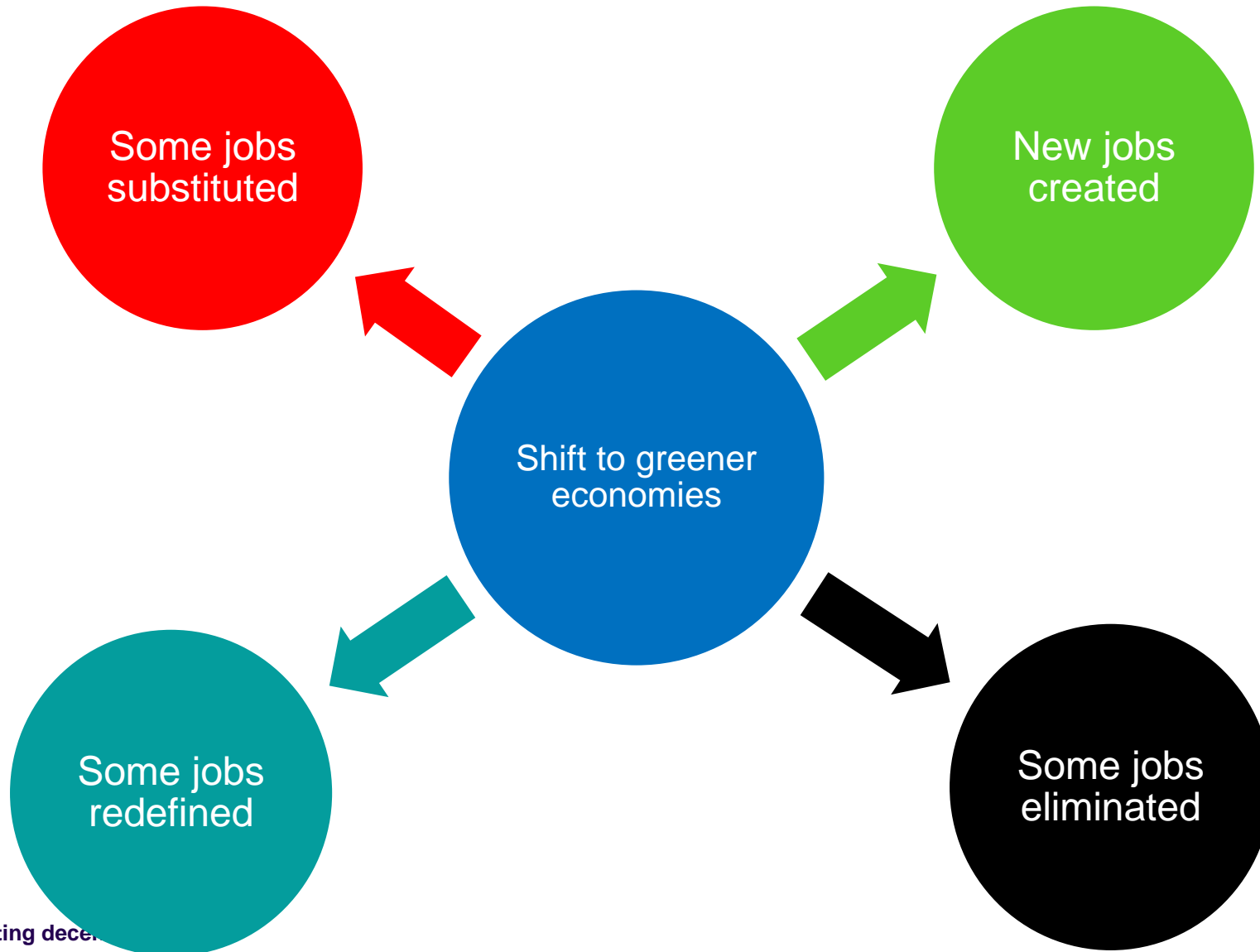


- Investments in **renewable energies, building efficiency** and **green transport** would add **20.5 million jobs** by 2030, compared to **3 million jobs** under business as usual.

- 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



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



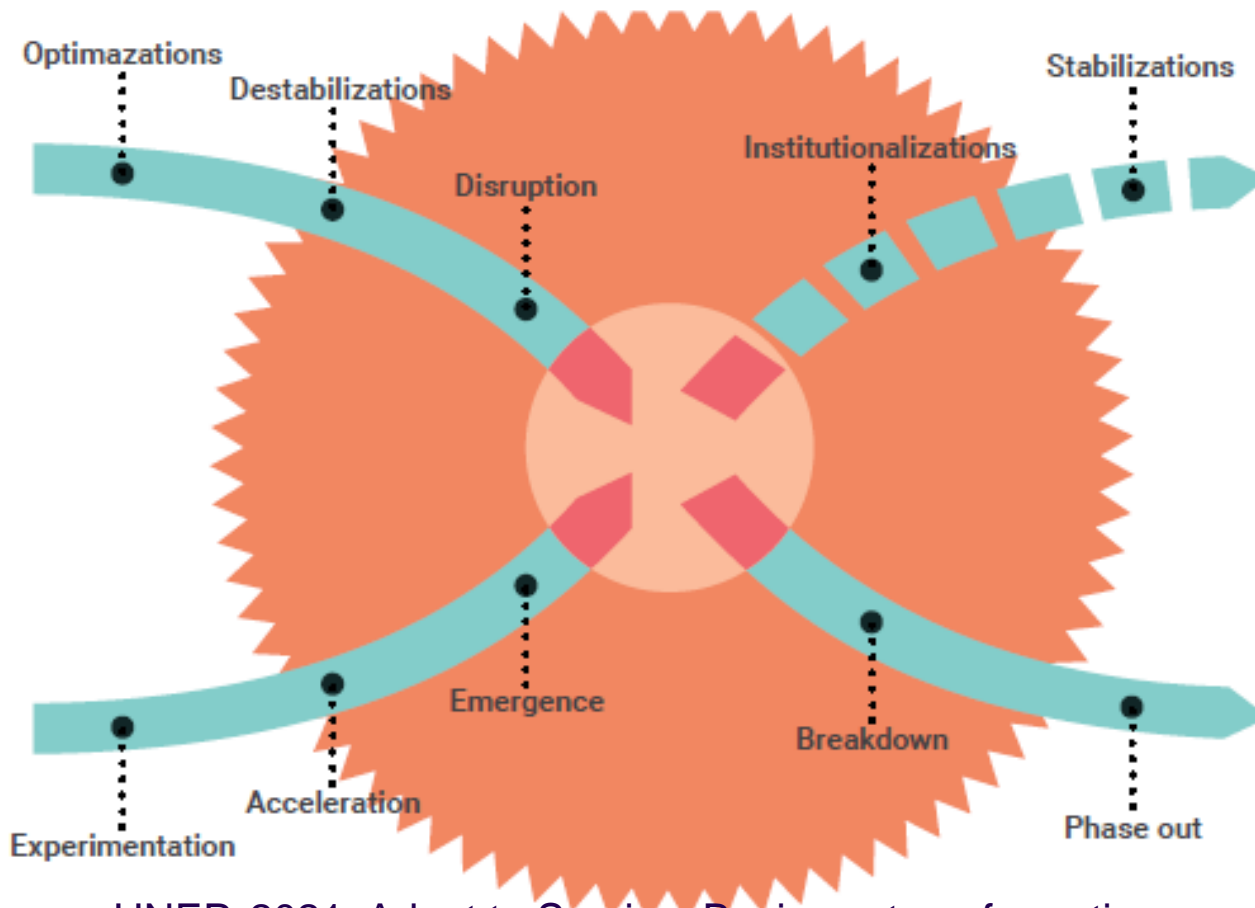
Quality jobs increase and social justice advanced



▶ 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

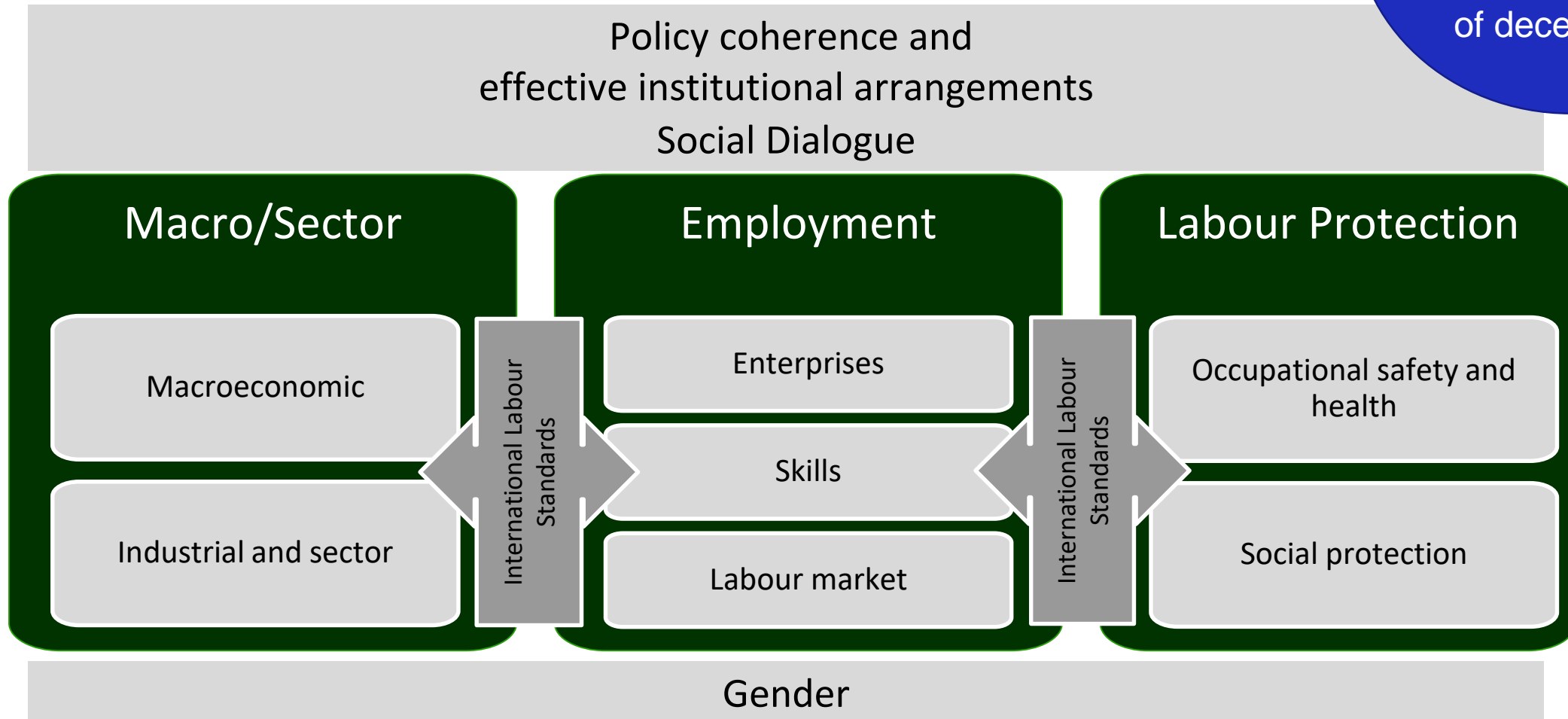
Source: UNEP, 2021. Adapt to Survive: Business transformation in a time of uncertainty.

ILO constituents' guidance on decent work and environmental change



ILO tripartite Guidelines for a just transition - 2015

Paris Agreement
on climate
change refers to
a just transition
and the creation
of decent work



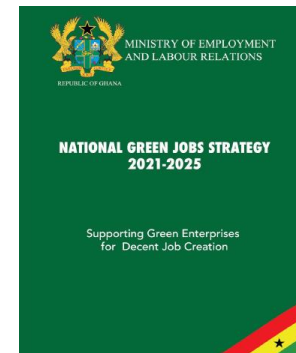
Knowledge, capacity building and integrated policies



Gender impacts



Youth impacts





Int
La
Or

Reduced job and income vulnerability to climate change and climate responses



Green jobs for women and men materialized



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



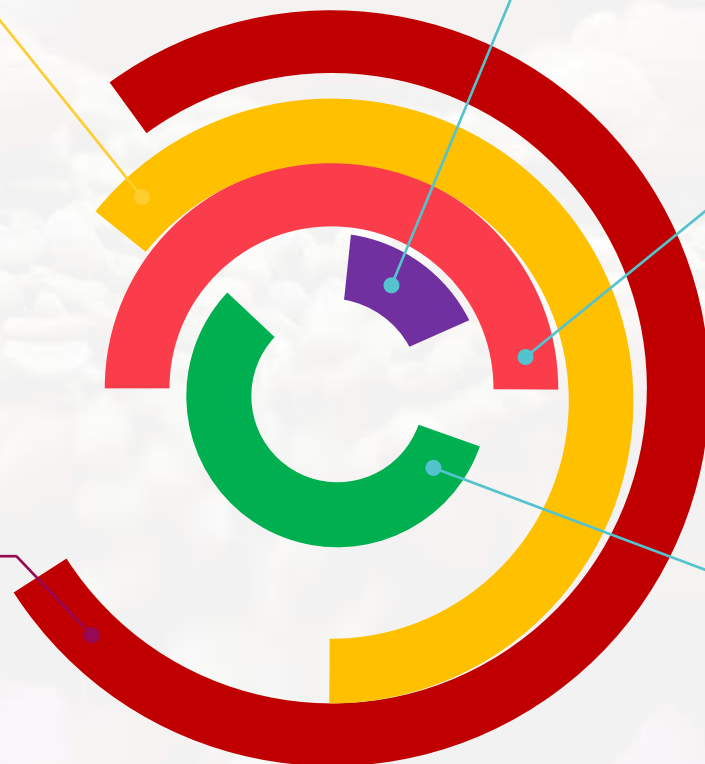
RESILIENT INFRASTRUCTURE

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 ilo.org

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



European Bank
for Reconstruction and Development



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**.

