



**102<sup>nd</sup> Session of the International Labour Conference (June 2013)**  
**SUSTAINABLE DEVELOPMENT, DECENT WORK AND GREEN JOBS**  
**General discussion**

**Agenda Item V**

**Briefing Note for Workers' Delegates**

**Background**

At its 312<sup>th</sup> Session (November 2011), the ILO Governing Body decided to place on the agenda of the 2013 International Labour Conference a general discussion on sustainable development, decent work and green jobs. As a background for the discussion the Office prepared Report V that addresses two interrelated issues: how to ensure environmental sustainability while at the same time realizing decent work for all. The report focuses on the links between the environmental, economic and social dimensions of sustainable development while acknowledging that the goal of environmental sustainable economies cannot be achieved without the active contribution of the world of work. The discussion therefore offers an opportunity to link the promotion of environmental sustainability to the promotion of social and economic development, social inclusion and poverty reduction. It further allows to anchor the promotion of decent work and a rights' based approach as essential elements of a just transition towards an environmentally- sustainable world of work.

Chapter 1 of the report analyses the environmental and social challenges facing the world in the current context of economic and jobs crisis together with their social and labour market impacts. Chapter 2 identifies three major opportunities to advance decent work in a greener economy: more jobs, better jobs and social inclusion. Chapter 3 addresses three challenges related to the transition to a greener economy: restructuring, employment losses and relocation of workers; need to adapt to climate change; and inadvertent negative impacts on income distribution. Chapter 4 outlines policy initiatives at national and international levels, ILO work in this area and implications for ILO constituents and the Office. Chapter 5 contains 6 points for discussion that will guide the debate at the Conference.

After the debate on the questions a small tripartite drafting committee will be convened at the beginning of the second week in order to prepare draft conclusions. The full Committee will then have a chance to modify the draft conclusions through a procedure of amendments.

Some preliminary guidance is provided here below on each of the questions together with an initial reflection on the elements that the Workers' Group would want to see reflected in the conclusions. The list is not meant to be exhaustive and will be further enriched.

**Points for Discussion**

**1. How will the main current environmental problems (such as climate change, water scarcity, biodiversity loss and deforestation) affect the world of work?**

The links between human activities and environmental degradation have been studied for decades, although the impacts of the latter on human activities have only recently become the focus of research. For too long, taking care of environmental issues has been seen as a privilege for those societies that have attained a certain degree of wealth and prosperity. However, evidence presented to us demonstrates the increasingly disruptive impacts of environmental problems on people, communities and their livelihoods as well as on the economic fabric from which they make their living.

Climate change, water scarcity, loss of biodiversity, deforestation, desertification, air & soil pollution, chemical pollution, to mention just a few dangerously growing phenomena, all have different impacts on the world of work, impacts which require immediate action by ILO constituents. Some examples illustrate the challenges and shed light on a still underdeveloped picture.

### **Impacts on employment**

The wide variety of environmental challenges makes it difficult to formulate a global assessment, but there are clear risks for employment in several sectors.

When it comes to climate change for example, the Intergovernmental Panel on Climate Change (IPCC) has identified the most vulnerable economic sectors, which are already facing challenges due to current greenhouse gas concentrations. These include all industries and settlements in coastal and river flood plains, where there are reasons to worry about the capacity of workplaces to recover from extreme weather events, as they often lack even basic insurance to purchase lost equipment or improve damaged infrastructure. The example of the massive floods in the outskirts of Bangkok, Thailand in 2011 demonstrates that there is a high risk of economic activity and jobs not returning back to normal levels, even two years after the events. Impacts on climate-sensitive sectors such as agriculture, fisheries and tourism can also be expected. Agriculture, for example, will suffer from changes in the availability of fresh water resources, thus affecting crop productivity and ultimately, economic activity in rural areas.

Yet climate change is not the only challenge currently facing employment. The impacts of unsustainable forestry on jobs are well documented, with logging companies abandoning depleted zones after the resource has been fully exploited, leaving the logging communities with no other employment option. Similarly, fishing communities and the economic chain built around them also face the consequences of the rapid degradation of fisheries, and as such, their jobs and livelihoods will suffer, due to the extensive use of fishing factories on the high seas.

### **Impacts on health & productivity**

Environmental degradation also affects the world of work by harming workers' health and their right to perform their tasks in a healthy and clean environment. Recent studies predict for example, a global drop of 65% in workers' productivity due to increased temperatures and heat stress related to growing levels of greenhouse gas concentration. Equally, air pollution (both indoor and outdoor) has also been proven to negatively affect workers' health, as well as the quality of their work. The adverse health impacts facing society due to environmental degradation should also be considered a major barrier to the development and prosperity of working people.

### **Other impacts on development, including migration & gender**

These environmental challenges also affect the world of work by putting an additional burden on every country's economy, which is then forced to deal with the consequences of inaction. Studies on the impacts of environmental challenges on development, gender equality, and human rights among others, show that there are solid reasons to believe that unless action is taken to address these challenges in a holistic and ambitious manner, our societies will not be able to obtain their common objectives of social justice and economic prosperity.

- **Possible elements for the conclusions**

*It is important to deliver a message of understanding about the challenges that environmental degradation poses to the world of work. Until now, the actors of the world of work have behaved as passive victims of environmental disasters and degradation. The Conference must show this is not the role we intend to play and that ILO constituents want to be drivers of change towards sustainable development.*

*In order to protect employment, foster sustainable development and achieve decent work for all, the Conference must clearly express its commitment to fight environmental challenges and transform the world of work for it to function within the natural limits of our planet.*

*National and international policies must make progress towards creating labour and environmental regulations which can both fight environmental challenges while creating more and better jobs.*

## **2. What are the main opportunities to advance decent work for all as part of the overall shift towards environmental sustainability? How can the potential for growth of jobs and sustainable enterprises from this shift**

**be realized and how can it be ensured that green jobs are also decent jobs?**

Decent work for all will not be an achievable objective unless environmental degradation is tackled. That said, unemployment, underemployment, informal and precarious work are the rule rather than the exception for a majority of working people today, and there is an urgent need to put into place policies which will address both the “traditional” challenges facing the world of work as well as the emerging ones, such as the environment.

An employment-centered, environmentally-sound investment agenda could make a huge difference in this regard.

The Conference Report provides a summary of current information related to the potential for green job creation resulting from environmental protection strategies. Research undertaken under union scrutiny also indicates that millions of jobs could be created in sectors such as utilities (i.e. power, water), construction, agriculture, manufacturing or transport, if sufficient investment is oriented towards their sustainable options. To be precise, 48 million jobs could be created per year in 12 countries with 2% of GDP equivalent investments being shifted towards sustainable options. If we take into account the importance of these sectors for improving social and developmental standards, an effective employment-development-environment circle could be established.

That said, the trade union movement has reason to believe that there is **no automatism** when it comes to either the realisation of these investments, the quality of these new jobs, or their contribution to a broader economic transformation which addresses the need to reduce the environmental impact of all economic sectors, and not only the promotion of the creation of new “niches”.

When it comes to **jobs quality**, some so-called 'green jobs' might seem good for the environment in the short run, but could cause long-term environmental damage because of improper practices. Some sectors that are often described as 'green', as they may relieve pressure on natural resources, often promote dirty or dangerous working methods, and are based on precarious employment, informal work and low income. These are not the green jobs we are aiming at to solve the challenges of unemployment, poverty and environmental degradation. For green jobs to build a sustainable future, they must provide decent work. Decent work, as defined by the ILO, indicates that jobs must provide opportunities for men and women to productive work in conditions of freedom, equity, security and human dignity, in which rights are protected and with adequate remuneration and social protection. There is a need for accompanying green job creation policies with a strategy to ensure that these jobs contribute to prosperity and a better living for working people.

ILO Core Labour Standards, including the right to organise and bargain collectively, are critical in this regard, if jobs are to contribute to sustainability.

If some of the sectors to be targeted by environmental policies are already daunting, including construction or agriculture, which have the highest fatality and injury rates; other sectors which will grow should the right policies such as waste management and recycling be implemented, can also be comprised of a variety of occupational health hazards which must be addressed.

The second reason the labour movement cannot wait for an automatic win-win solution for the world of work relates to current **investments** trends, which are far from heading in the right direction. Despite the scientific signals mentioned previously, and the better-than-expected employment figures arising from environmentally friendly sectors in a time of crisis, we are still talking about only a marginal part of the economy. If all productive sectors are to be transformed - which is the key for sustainably addressing the environmental challenges we face - investments must be massively reoriented. When it comes to developing countries focus will have to be given to the creation of higher value added production. This will require serious governmental intervention including in the form of industrial policies. Governmental intervention should steer the private sector's behaviour in the right direction. Regulations –which have the capacity to drive innovation-, procurement policies –which generate higher demand for sustainable goods and services and therefore contribute to their faster development-, dialogue with social partners –which can help to differently organise economic sectors-, all are means for driving a transformational agenda which requires public support to truly achieve its objectives.

Finally, for environmental policies to be drivers of decent work, there is a need for coherent strategies to **transform all economic sectors** into socially and environmentally sound ones, therefore protecting the employment base they have built over the years. The public interventions mentioned above are also pertinent in this context. Regulations such as building codes do not only contribute to the growth of a “niche market” but to the transformation of the “mainstream” construction sector. Similarly, engine energy efficiency standards such as those designed for manufacturers, have contributed to reducing the environmental footprint of the sector, thus supporting those enterprises willing to lead through

innovation, therefore crucially maintaining employment in critical times.

- **Possible elements for the conclusions**

*The ILC must acknowledge the need to urgently link social and employment policies to an environmental protection strategy, as this can provide new opportunities for job creation and transformation in critical sectors of the economy.*

*It must also indicate that government intervention in multiple forms is crucial for shifting current unsustainable investment trends towards sustainable options.*

*The opportunities for job creation arising from these investments must be highlighted, as well as the need to accompany them with decent work policies, including respect of Core Labour Standards and other relevant standards which will ensure the quality of these new jobs provides a clear path out of poverty to working people.*

*The Conference should highlight that beyond the promotion of new jobs, the challenge of decent work in this context is also to transform all economic sectors into environmentally-sound ones.*

*The involvement of trade unions in this effort is crucial for achieving a socially and environmentally virtuous outcome.*

**3. The impacts of environmental problems, but also the actions taken for protecting the environment, will present diverse challenges for employment, working conditions, social equity and labour rights. These include the impact of new regulations on resource-intensive sectors or polluting ones, the impact on supply chains arising from an increase in the costs of energy and natural resources, or the distributional impacts of carbon pricing or other environmental measures. What challenges could be experienced by the world of work following the implementation of policies aimed at protecting the environment?**

In order to better understand the impacts of environmental policies, it is also critical to understand the root causes of environmental degradation. As is the case with other public common goods, the social costs of environmental challenges are not taken into account when individuals, companies or governments decide about exploiting natural resources. In other words, the challenges arise from the gap between those who reap the immediate benefits of resource exploitation and those who –in the medium and long run- will suffer the consequences of this resource degradation (soil, water pollution) and/or disappearance (biodiversity) or the feedback effects of its transformation on other aspects of their life (climate change).

A wealth of scientific evidence demonstrates that current modes of production and consumption, if unchanged, will lead to an irreversible depletion of natural resources which will have in the medium and long run, catastrophic impacts on social progress, including the aggravation of poverty, an increase in hunger, negative impacts on health, and the damaging of infrastructure, among others.

The current model of production and consumption is at the root of environmental degradation, and only its profound transformation can deliver a different outcome. Policy makers must therefore address the gap between the beneficiaries and victims of environmental degradation by ensuring that the present and future social costs of resource exploitation have an impact on the choices made by producers and consumers. This can be achieved through a variety of measures: banning certain substances or methods of production, developing taxation systems to make pollution more expensive, and supporting innovation in alternatives, among others. All these measures can affect the status quo in the targeted economic sectors, and this is a positive outcome. However, there is also a series of social consequences which must be addressed in tandem with the development of a stronger environmental protection framework, so that the latter does not aggravate inequalities or poverty –but rather that it contributes to a fairer and more prosperous society.

**Firstly, there are the employment impacts related to regulations in resource-intensive and/or polluting sectors.** It is important that we look at these as the “other side of the coin” of the positive actions taken to create jobs and improve their quality. As stated in the ILO report, environmental policies can affect employment in at least four ways:

- Additional job creation  
Ex: in the manufacturing of pollution-control devices added to existing production equipment
- Job substitution  
Ex: in shifting from fossil fuels to renewables

- Elimination of jobs without direct replacement  
Ex: when packaging materials are discouraged or banned and their production is discontinued
- Job transformation  
Ex: plumbers, electricians, metal workers will have their tasks redefined as day-to-day skill sets, work methods and profiles are 'greened'.

Each of these trends varies in intensity depending on the targeted sectors' economic footprint in their respective countries. In the context of climate change for example, sectors linked to fossil fuel energy and other energy-intensive sectors will be profoundly modified by emissions reduction policies. The latter includes industries such as steel, iron, aluminium, and coal but also energy-intensive services, such as road transport. Biodiversity protection policies will affect other resource-dependent sectors, such as forestry, tourism or fisheries.

It is important to understand that an environmentally-responsible policy does not necessarily mean the elimination of a sector but rather the development of an alternative, often within the sector, which can provide a similar outcome without the negative environmental impact. This can be achieved through methods which increase the labour intensity of production. Nonetheless, these alternatives are not automatically developed if the employment dimension is not taken into account from the beginning of the policy decision-making process. Decision makers must ensure that workers can maintain their income and see a future for their communities, with production practices that are coherent with the need to face environmental challenges.

**A second impact** in the production of goods and services as a consequence of environmental regulations is that which arises from the different timing in the application of these regulations across regions and countries. In a system where producers often look for the cheapest possible production costs, this leads to an increased risk of the **displacement of industries** where environmental restrictions are less stringent.

The labour movement faces this situation with a coherent approach. In the same way that there is a clear rationale for better working conditions and rights all over the world there is no reason to consider the environment as the dimension which could be bargained and weakened to protect competitiveness, particularly when the impacts of its degradation on the development and wellbeing of citizens, whether this be in the developed or developing world, have become clear.

In addition, it is important to highlight that current trends leading to production relocation have only been marginally affected by environmental regulations. This means we still have an opportunity to push for global decision-making which will regulate coherent production methods.

It must be also kept in mind that resource intensive and/or polluting sectors have often made workers pay the cost for their lack of investment in research and development. In their race to reduce production costs, industries have closed factories and looked for cheaper workforces elsewhere without necessarily investing in a sustainable policy capable of modifying resource consumption patterns in their sector of activity.

**A third major dimension** which can negatively affect the world of work, in this case working people, is the impact of policy tools, and therefore the new, higher prices of natural resources and the products and services on which they are dependent, on their **incomes and the overall distribution of wealth**.

Very often, poor households have limited choices when it comes to their housing, transport, food and entertainment options, which tend to be either the only available ones, or the "cheapest" in the short run. These options are often less resource efficient, as well as the most expensive for their budgets in the long run. In the case of housing insulation for example, this is clear: poor households expend a huge part of their budgets in heating and cooling their homes, which are often poorly insulated. Double or triple glazing, thicker walls and better insulated roofs, as well as more efficient appliances could reduce household energy expenditure by two or three times. However, the relatively high upfront costs of these investments put them at the forefront of those impacted by an increase in energy prices arising from environmental regulations. A similar situation can be found in commuting needs. The lack of efficient, affordable public transport options pushes many workers to use either car or semi-private transport services for their commuting needs, which both have direct impacts on local pollution levels, as well as on the family budget. A decrease in energy subsidies, leading to a higher transport cost will directly impact on poor people's budget.

Incorporating these dimensions into the policy debate is key for developing the support mechanisms for poor people to be the beneficiaries and not the victims of environmental policies.

- **Possible elements for the conclusions**

*The ILC must show awareness on the diversity of impacts on the world of work arising from environmental protection policies, indicating the need for global approaches where possible, and encouraging an in-depth study of their social and employment aspects in parallel with their design.*

*Potentially negative impacts on employment, economic activity and households' income exist, but these are not automatic. They depend first on each measure's policy design.*

*Lack of innovation and the race to the bottom on labour and environmental costs is also very often to blame. An ambitious transition framework, such as the one which should be discussed in the ILO is without a doubt a tool to support workers, their families and their employers in this transformation.*

#### **4. What can be learned from previous transitions (such as those associated with the introduction of labour-saving technology and mechanization, information and communications technology or trade adjustments) and their impact on the world of work and what is new with the transition to sustainable development?**

Since human beings began to specialise their daily tasks, humankind has seen the emergence and transformation of jobs, profoundly influenced by innovation and technology developments as well as by new patterns of social organisation. These transformations (i.e. mechanisation in agriculture, industrial chain production, and telecommunications) have had – and still have – major impacts on productivity and wealth creation, as well as on labour and employment patterns. Some of these transformations have occurred over centuries, whilst others have undergone a rapid and often unexpected change (i.e. trade liberalisation, the process of coal mine closures in developed countries, etc.).

In particular, when it comes to the transformations of the past thirty years, there is a sense of injustice when judging how the transformation process has occurred, with the “victims” of the process highly concentrated in a specific community, sector or job, and the “beneficiaries” to be found in either country elites or in international capital, and most significantly, when witnessing the consequences on economic activity in regions which are deemed to no longer provide useful goods or services. The increase in unemployment and poverty in agricultural-based regions after trade liberalisation or in mining regions following mine closures have shown that unmanaged transitions can lead to unfair outcomes and a concentrated, lasting poverty trend in targeted regions. A Just Transition must be a shield against the destruction of communities and livelihoods.

We have also seen that in order to prevent these social disruptions, some countries have developed diversification policies aimed at finding alternative sources of revenue for the communities. The Conference report mentions the case of Norway and its fishing industry. The number of successful examples is unfortunately limited, but they all demonstrate that a socially-fair transformation requires massive levels of planning, resources and political will.

Will a shift towards an environmentally-sound world of work be a source of disruption and transition? Our answer from the labour movement is clear: we can hardly see the transformation happening without leaving entire parts of our productive systems untouched. Additionally, we have reasons to believe that unless we manage to design the transition collectively, the outcome of the process will not lead to a better living for working people. Rather the contrary: inertia and laissez-faire will condemn workers and communities to unemployment and poverty as a consequence of environmental protection.

- **Possible elements for the conclusions**

*The ILC must send a clear message of commitment that the actors of the world of work intend to do their utmost to analyse the impacts on employment and economic prosperity resulting from the necessary transition to sustainability. They must additionally anticipate the need to replace declining sectors with innovation, investment, and “Just Transition” policies (to be described below) so that communities do not have to face the risks of the transformation alone.*

*A replication of “laissez-faire” policies such as those which accompanied trade liberalisation will only lead to similar consequences for workers: unemployment and loss of economic prosperity in communities which happened to be making a living out of an unsustainable sector. A pro-active policy will not only prevent damaging impacts but rather create the space for a fairer society to be built out of the transition. This requires planning, the allocation of sufficient resources and political will.*

**5. What policies and institutions are required in order to manage the challenges for enterprises and workers, from a transition to an environmentally sustainable economy and in order to minimize negative effects, whilst promoting green and decent jobs and the ‘greening’ of all enterprises? What policies and instruments can be applied to facilitate a just transition for the world of work?**

The transformations in the world of work arising from a transition towards an environmentally-sound economic system will be diverse and profound, and could prove detrimental to social progress unless a comprehensive package of policies and institutions are developed to address them.

The transition will not be uniform across countries and sectors. If all societies share the objective of attaining sustainable development, with its three dimensions fully satisfied, not all countries will begin the transition process from the same point. The developed world has attained a reasonable standard of living, but unemployment remains a major problem, as well as rising inequalities and attacked to the welfare state. When it comes to environmental challenges, they face the need to transform installed capacity into sustainable capacity, as well as making the consumption patterns of its population more sustainable. Emerging countries are attracting major investment flows, but are faced with the issue of precarious and informal work. Inequalities are coupled with very poor management of environmental resources, which endangers the prosperity and health of the citizens, as well as their chances to achieve sustainability. For the poorest countries, where poverty, unemployment and informal work are commonly accompanied by a massive depletion of natural resources, often for the benefit of a domestic or foreign minority, the need for jumping into a new development model is also relevant.

Whilst the realities of such transformations are diverse globally, there are approaches which have proven to be applicable to many different contexts and would make a difference on our societies’ capacities to deliver a Just Transition for all. Some elements of such approaches include:

- **Investments in green and decent jobs, “greening” jobs and respect for International Labour Standards & Occupational Health and Safety**

There can be no transition unless there is a massive shift of investments towards long-term, sustainable development strategies, aimed at retaining and creating decent and “green”/sustainable jobs, “greening” all workplaces and developing and deploying technology. As outlined in question 2, decent work is not an automatic outcome of these policies. Therefore, efforts should be deployed in conjunction with these policies to ensure all jobs created through the development of environmentally-friendly policies are decent jobs, respectful of ILO core labour standards, as well as adhering to strict occupational safety and health provisions.

- **Anticipation – ex ante research on impacts on labour markets**

The basis for sound decision making continues to be an unbiased assessment of the potential consequences of its outcomes. Environmental policies must be screened in terms of their impacts on employment and income as a means for allowing a sound anticipation of the consequences, and to therefore steer the development of accompanying social policies. National, regional and sectoral studies must be specific and systematic. Analysis before implementation allows policy re-design and improvement.

- **Social Protection and Active Labour Market policies (including skills development & re-skilling)**

It is necessary to protect the economic life of regions and communities. This requires guaranteeing the income sources of those relying on sectors at risk. Environmental degradation is already affecting vulnerable communities. An urgent transition is required to protect them, to help them to adapt, and to make them resilient.

Certain sectors will experience a negative impact due to the implementation of environmental protection measures. When risks cannot be avoided in certain sectors, measures must be taken to protect workers. This is why a “Just Transition” strategy must also include mechanisms for helping workers who are reintegrating into the labour market, and contribute to establishing fair social protection systems.

Social protection schemes, including active labour market policies are integral to ensure justice during the transition. A certain number of policies will need to be promoted to avert or minimize job losses, to provide income support, and to improve the employability of affected workers in sensitive sectors. ILO standards in the area of social security (Convention 102 and Recommendation 202) are important in this regard.

A Just Transition demands a flexible and adaptive approach. In this regard it is important for workers that their rights as union members are protected throughout the transition period.

Greater importance must be given to vocational training and to building workers' capacities in the most affected sectors. This is key to avoiding bottlenecks in the absorption and development of new technologies as well as realising the potential of green investments.

- **Social dialogue & involvement of social partners & communities in planning the transition**

Governments have to consult with and encourage institutionalised and formal involvement of trade unions, employers and communities.. Consultation and respect for human and labour rights form the baseline conditions for a smooth and effective transition towards a sustainable society. Social dialogue structures and processes have the potential to resolve important economic and social issues, to encourage good governance, to advance social and industrial peace and stability, and to boost economic progress

- **Local economic diversification**

Each region and community affected either positively or negatively needs economic diversification plans to support decent work outcomes. Communities cannot be abandoned and nor should we leave the market alone to address the challenge, as this will not lead to a fair distribution of costs and benefits.

As has been previously highlighted, the impacts of environmental degradation on employment mask local disparities. Although no region will be left unaffected, its impacts are unlikely to be uniform across regions.

- **Workplace action**

Work must also be undertaken at the workplace level, as workplaces can function as transformative spaces, spurring innovation across societies. Experiences such as the "green workplaces" projects show they can be instrumental in facilitating a Just Transition. New rights, including receiving information on the company's environmental impact, receiving training on environment, or participating in the building of long term sustainability strategies of a given company, are part of a comprehensive strategy aimed at empowering workers as actors of their future.

**6. What should be the ILO's priorities – using all its means of action – in order to assist constituents to capitalize on the opportunities and in fostering a just transition towards a world of work that respects and contributes to environmental sustainability? What should be the role of member States, and employers' and workers' organizations?**

Actions will have to be undertaken by all the actors of the world of work in order to contribute to a socially-fair shift towards environmental sustainability. The ILO is best placed to define, orient and guide ILO constituents in this endeavour. This is based on the strong link between ILO's mandate to achieve decent work for all and the concept of Just Transition (See Box 1 below)

**Box 1 - Just Transition & Decent Work**

1. Create new, green and decent jobs.

The first objective of the decent work agenda is creating employment opportunities. The Just Transition framework calls for the creation of green and decent jobs. In order to actively mobilise societies towards change, the quality job creation potential of the transition must be clearly stated.

2. Guarantee rights at work.

The second objective of the decent work agenda is to respect the rights of workers. Just Transition aims to build an economic system based on rights, on the rights of the planet, on human rights and on workers' rights. It is not a question of creating mere green jobs but of improving their conditions, and respecting rights when transforming economic sectors.

3. Extending social protection.

The third objective of the decent work agenda is the expansion of social protection. Social protection is one of the core elements of Just Transition. Current economic and environmental disasters as well as future crises will create huge disruption unless we build a system which reduces vulnerability, guarantees minimum incomes, and

generalises access to basic services. Unfortunately, 75% of the world's people have insufficient or no access to social security.

Social protection towards a just and sustainable economy must be extended to cover the majority of the population who are currently experiencing a deficit in social protection. Social protection must also be renewed and deepened so that it may combat emerging problems, be they of an environmental or other nature.

#### 4. Promote social dialogue.

Consultation, participation and negotiation with workers' and employers' organisations are key to the process of building a Just Transition. In order to adapt and manage the challenges ahead and to guarantee fairness of the transition process, democratic governance matters.

The world of work will face a variety of challenges arising from policies designed to protect the environment, including changes in employment and wealth distribution. While relevant guidance already exists in ILO standards and policy statements, such guidance has not been articulated in a consistent manner with a view to ensure a just transition towards sustainability. Gaps in standards exist and the ILO is best placed to fill them.

A new ILO instrument would provide much needed guidance to member states, employers' and workers' organisations on how to achieve environmental protection while pursuing social and economic sustainability, including through the development of social and economic measures which are needed to smooth the transition towards sustainable development.

The instrument would identify International Labour Standards which can guide action on Just Transition arrangements and further elaborate the policies for those areas in which international labour standards have not yet been established.

The ILO should also enhance its research capacity in this domain and identify trends in the links between the environment and the world of work, including developing policy guidance on how to achieve decent work for all in a resource-constrained world.

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