



► Ensuring support for people-centric and equitable just transition pathways with a focus on the whole-of-society approach and the workforce

Second Dialogue under the UAE work programme on Just Transition Pathways

Moustapha Kamal Gueye, Director, Priority Action Programme on Just Transition, International Labour Organization

2-3 October 2024

Climate ambition is about people, not just numerical targets.

“Prioritizing equity, climate justice, social justice, inclusion and just transition processes can enable adaptation and ambitious mitigation actions and climate resilient development”, IPCC, AR6.



Social
dialogue and
stakeholder
engagement
for a whole-of-
society
approach

The opportunity

- A strong social consensus to enable climate action by all.
- About 80% of the latest NDCs include considerations of young people compared to 40% of first-generation NDCs (UNDP).

The challenge

- 9 out of 10 NDCs not involving adequate social dialogue (ITUC).
- Only 23% of collective bargaining agreements address environmental concerns (ILO).

Means of action

- Enhancing the contribution of UNFCCC constituencies in the climate negotiations.
- Considering national level COPs/climate consultations for broader public participation.

▶ Creating more
and better
jobs,
advancing
social justice.

The opportunity

- 100 million new jobs possible by 2030 through a green and circular economy (ILO).
- 78 millions jobs currently in nature-based solutions (ILO, UNEP, IUCN).
- 13.7 million people working directly and indirectly in renewable energies in 2022 (IRENA-ILO).

The challenge

- 13 million jobs to be phased-out in the fossil fuel sector over the next decade (IEA).
- Within about 6 years of displacement, workers from high emission industries often find employment (OECD).
- Workers in clean energy technologies (wind, solar and hydrogen) earn on average 15-30% less than in fossil fuel industries (IEA).

Means of action

- Going beyond quantity: Addressing the quality of employment in green sectors.
- Active labour market policies and government support programmes.
- An enabling environment for business development.

The opportunity

- 80% of skills required in the short-to-medium term to achieve net-zero by 2050 already exist (Deloitte Economics Institute).
- Between 2022 and 2023 the number of job postings requiring at least one green skill increased by 22.4% (LinkedIn).

The challenge

- 78 million jobs at risk in the absence of adequate reskilling and upskilling (ILO).
- Seven in eight workers lack a single green skill, at a time when the future of our planet depends on them (LinkedIn).

Means of action

- Greatest effect in mid-skill occupations with implications for technical and vocational education and training (TVET).
- Matching skills demand and supply.
- Skills anticipation and lifelong learning.

Skills development for successful just transition pathways.

The opportunity

- Social protection systems enhance resilience to climate shocks and facilitate just transition pathways.
- Many countries have used of social protection to prevent and mitigate unintended effects of climate policies.
- UAE Consensus recognition of labour rights and social protection as part of climate action is a key milestone.

The challenge

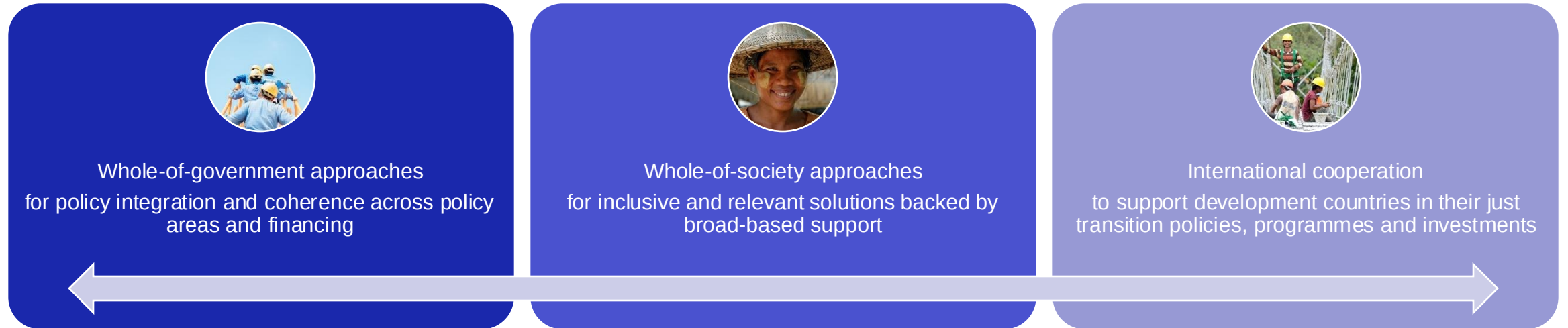
- 3.8 billion people lack any kind of social protection (ILO).
- In the 20 countries most vulnerable to the climate crisis, only 8.7% of the population is covered by some form of social protection (ILO).

Means of action

- Expending social protection coverage.
- Investing in social protection as part of climate investments for people and planet in NDCs, NAPs and LT-LEDS.
- Moving from shock response to institutionalized, rights-based approaches.

Universal
social
protection for
inclusive just
transition
pathways.

Just transition



- **Technology transfer:** key to climate action; employment and social considerations need to be addressed in terms of access and potential impacts.
- **Capacity development:** necessary at multiple levels, for governments, social partners and different stakeholder groups.
- **Finance:** essential condition, variety of financing needs requiring different sources - public and private, domestic and international- taking into account the constraints faced by developing countries.

A holistic framework for a just transition – the ILO Guidelines and 2023 ILC resolution

