



**Joint Declaration of IndustriALL Global Union and industriAll
European Trade Union
on
A Just Transition to Sustainable Job Creation
- climate change, and the role of industrial labour**

The 24th Conference of the Parties to the United Nations Framework Convention on Climate Change (COP24), December 3-14, 2018 in Katowice, Poland, been dubbed the "Just Transition COP". It is the task of this Conference to map a path to a sustainable future - a Just Transition of the workforce and creation of decent work and quality jobs - as agreed to by the Parties in Paris in 2015.

As the voices of industrial workers and their unions, representing over 50 million workers globally, our point of view is distinct from that of employers and distinct from that of environmental non-governmental organizations (ENGOS).

The industrial sectors that employ our members are facing enormous challenges linked to the goal of deep decarbonisation, yet it is those very sectors that are essential to deliver the technologies and solutions that will mitigate the impact of climate change while providing the essentials of development, sustainable jobs, and technological progress.

Global manufacturing and economic development are undergoing rapid changes, and not only as the result of the need to act on climate change. Globalization continues to re-shape value chains, while the rapid adoption of disruptive technologies such as advanced digitalization, artificial intelligence, 3D printing and more - the so-called Fourth Industrial Revolution - challenges both developed and developing nations to design and implement sustainable industrial policies.

IndustriALL Global Union and industriAll European Trade Union demand a Just Transition that makes industrial workers a part of the solution through clear commitments by governments and proactive sustainable industrial policies containing creative labour force adjustment programs, and founded on strong social protections. In this way, the challenges we face can be turned into opportunities.

The necessary prerequisites of a Just Transition to a sustainable future are threefold.

1. Sustainable industrial policies are needed at national and regional levels that target investments in both the greening of present-day industrial sectors as well as job creation in emerging greener industrial sectors. Adequate funds and facilities for research and development and innovation must be delivered to targeted sectors and supply chains of the economy, and to assist in the development of technologies critical for job creation and social development – including renewable energies and carbon

capture technologies (CCS and CCU). This will require investment commitment by both the private and public spheres. Additionally, sound industrial policy must consider regional disparities in carbon dependency and social needs, while promoting energy efficiency, and preventing carbon leakage. Sustainable development and decent job creation need to take place especially in those regions that are affected most by the low-carbon transition and face enormous job losses. No worker and no region should be left behind. Encouraging and providing guidance for the development of such policies, must therefore be a priority of COP24.

2. The full spectrum of social programmes and protections must be strengthened. This includes health and welfare, unemployment insurances, pensions, and above all education, re-education, training and re-training as well as comprehensive life-long learning systems. If the workforce is to adapt to a re-imagined global industry, opportunities to acquire portable knowledge, skills and qualifications must be freely and abundantly accessible, while building social protection for affected workers requires a strong foundation of general social protection. COP24 must make it clear that the necessity to deal with the climate crisis cannot be used as an excuse for cost-cutting and austerity measures at the very moment when social protection will be most needed.
3. Creative labour force adjustment programmes are needed to achieve a sustainable industrial future. While traditional labour force adjustment programmes that are top-down have proven rarely effective, a Just Transition in the face of potentially massive industrial transformation demands a new approach to such adjustment - tailored to the needs and desires of the individuals affected by the rapid shifts to the economy that we anticipate. There will be no "one-size-fits-all" approach. While our first choice is always to make existing jobs greener and preserve the livelihoods of workers in those sectors, it is clear that jobs in some sectors will be created, while other jobs may be threatened. Social peace demands that those workers whose jobs may be impacted are looked after. Younger workers may appreciate opportunities to attend educational institutions, while older workers may be best served by bridges to early retirement. Mid-career workers may need other types of support supported by comprehensive continuous education and life-long working programmes to transition to new jobs in greener and sustainable industries. Families and the communities and institutions that depend on today's industries will also need specific support. COP24 must reassure today's and tomorrow's workers of a positive future.

The above three points make it clear that realising a Just Transition will be a complex task, requiring an integrated policy framework – not least of these stability of the energy system which underpins both industrial and social development, and the entire design of labour force adjustment. Therefore, all stakeholders must be at the table when a Just Transition programme is developed - most particularly workers who will be directly affected, and their



unions.

The concept of a Just Transition is that the costs and benefits of decisions made in the public interest, should be shared fairly. Therefore, while the private sector must take its responsibilities, it is primarily coherent public policy in the public interest that is needed.

Just Transition can be viewed as a bridge from where we are now, to the future we want. Climate change affects everyone, but the measures to mitigate and adapt to it will not affect everyone equally. Therefore, a Just Transition is the necessary prerequisite to change. There cannot be an unjust transition to environmental protection, casting untold millions of workers aside. Neither can we ignore the urgent need to deal with climate change - there are no jobs on a dead planet.

It is our hope that COP24 will finally outline a Just Transition to an optimistic future - a future of full employment and decent work for workers, their families, and the communities that depend upon them. All stakeholders must be a part of this discussion - a Just Transition can only be done with us.

Industrial workers, and the trade unions that represent them, are ready for this task.

As a first step, IndustriALL Global Union and industriAll European Trade Union, along with the International Trade Union Confederation and the European Trade Union Confederation, urgently insist that Parties endorse the **Solidarity and Just Transition Silesia Declaration**.