

# Just Transition in the development cooperation context – sector analysis from trade union experiences from the Global South

## Terms of Reference

### Rationale

Environmental sustainability and green growth figure prominently on the global agenda for sustainable development embodied in the Sustainable Development Goals<sup>1</sup>. There is an increased understanding that climate change policies that deal with the consequences of climate change and address the need for reduction of emissions, can have some uneven distributive consequences both socially and geographically. The greening of productive sectors represents a major challenge and opportunity for trade unions.

The ILO and international actors, including trade unions have been working with a Just Transition framework to insure that those consequences are addressed and no one is left behind. A just transition and green jobs creation have been prominent discussion in global agenda. Employment impacts from different “greening” policies have been identified. However, remaining concerns need to be address are: need for skills mapping and skills anticipating for those sectors; analysis and coupling of Nationally Determined Contributions (NDCs) impacts on employment and skills need.

In several of the considered green sectors renewables, waste management, a challenge related to the working conditions remain to be addressed. The transition represents an opportunity to job creation, to re skilling, to create decent work conditions and also an opportunity to address underlying vulnerability, women, LGBTQ, rural worker, informal worker. An opportunity to leave no one behind when moving towards a net zero carbon future.

We know that the transition will not necessarily have regional or temporal match, there will be mismatches. For that, there is a need for sector specific and context specific approaches. At the same time, lessons can already be draw from Global North and South experience to adaptation and mitigating actions to address climate change. To engage in social dialogue and build those strong policies, workers need to be represented. We have seen cases in Spain, Canada, Netherlands and New Zealand of impact for just transition can have with based on social dialogue.

Unions need to be empowered and engaged and in the forefront to be able to shape fair transitional policies. Union to Union is of the view that not enough has been done on just transition when it comes to low and lower middle income countries. Strategies have been of a

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<sup>1</sup> The need to decouple growth and environmental degradation is made explicit in Target 8.4 under Goal 8, while other Goals highlight the need to take urgent action on climate change (Goal 13), promote sustainable production and consumption (Goal 12), and protect water and land ecosystems (Goals 14 and 15), among others.

reactive nature. Union to Union sees the potential of increasing its development cooperation support in order to move unions into a proactive strategy related to just transition.

Concurrently, development cooperation funds, including Swedish Development priorities<sup>2</sup> and international union solidarity has increased its priorities around environmental and climate change issues. Both to support actions around adaptation and mitigation fronts.

What can we learn from experiences and strategies that are ongoing on just transition? How can those experiences be strengthened? How could development cooperation play a role in it? In what way can this field be integrated into trade union strategies? What have been major policies take away from working on just transition in low-income countries? What are the experiences from trade unions?

Those are some of the questions that *Union to Union* has as start point for this study and will support its assessment at *Union to Union* to take strategic decision on how to increase support for just transition and accelerate climate ambition.

### **Outline of the research**

The study will provide an overview of just transition initiatives with a special emphasis on the role of trade union in these and how those are contributing to insure that climate emergency and challenge and we can achieve Paris Agreement and Global Goal 13 from the 2030 Agenda. It should encompass the following topics:

- Organizing workers around issues on climate change and unions as drivers for change for a more sustainable development model
- Negotiation and processes between trade union with different actors, state and non-state
- Global Union Federations' initiatives, e.g. agriculture, transport, journalists, wood workers, workers from heavy industries (oil, gas, cement)
- Contributions to increase climate ambition while protecting and improving workers living conditions and creating green jobs
- Carry out advocacy, information and campaigning to promote climate change, green jobs and a just transition.

The above mapping will cover initiatives carried out by national trade union organizations, Global Union Federations, ITUC and possibly other trade union structures in cooperation with other stakeholder.

The study will cover at least 6 countries, with at least two example from each region that Union to Union supports projects in sampled from the following (tentative) list<sup>3</sup>:

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<sup>2</sup> In early September, Swedish government announced increased climate finance to be channeled by the Green climate Fund and through the Swedish International Development cooperation Agency (Sida) <https://www.government.se/press-releases/2019/03/sek-500-million-to-green-climate-fund-brought-forward/>

<sup>3</sup> This is a tentative list based *Union to Union* project portfolio and possible expansion of support in the area of jus transition. Union to Union is open for further suggestions and that should be address in the tender.

- Latin America : Brazil, Peru, Guyana.
- Africa : Nigeria, South Africa, Kenya, Burkina Faso, Uganda.
- Asia: Philippines, Nepal, Indonesia, India, Bangladesh.

The study is expected to provide the following for each case/examples:

1. Illustrate the context analysis, summarizing the effects of climate change and/or environmental degradation on labour market in selected countries;
2. Analyze the challenges faced by trade unions in addressing the issues of climate change and greening of productive sector;
3. Estimate the impact generated by the different interventions of trade union initiatives related to reduction of emissions or and environmental impacts of climate change and workers;
4. Point out lessons learned and best practices from the process trade unions have been through to develop appropriate initiatives, services and advocacy for workers and communities affected by implementation of climate change policies including analysis of countries NDC and skills for greener future.

From those examples, the study would also provide sector panorama, employment and decent work challenges. It should highlight examples of positive greening sector where social dialogue has taken part, and its role, examples of re skilling and how unions can be part of it

It will be desirable to include a separate item/box under each sector with a summary of policies, actions that should to be in place for very sector. Brief section on what it means, what are the different Agriculture, Mining, Renewable, Transport, Fisheries.

Based on the analysis and lessons learned, the study will provide recommendations for sectoral, national and international trade union structures' actions and responses. The following questions are expected to be addressed:

- How can trade union organizations, structures and well-functioning social dialogue contribute to the urgency of climate change?
- What are experiences with coordinated efforts, and how can coordination be improved? Are there experiences that can be highlighted of coordination among TUSO (Trade Union Solidarity Organizations), among Global Union Federations or confederations that can be highlighted?
- What are experiences from trade union interaction with government both at regulation, information and service provision level and with the private sector.
- How can this evidence be arranged and used in development of (policy) initiatives and concrete actions tailored to specific (countries') situations? What is the (potential) role of trade unions in this regard. Are there best practices from trade union initiatives around support of workers and climate change?

## **Methodology**

It will contain a policy sub chapter that will provide general policy recommendation per sector. Research should also take into consideration interviews with actors that are working on the

research area, including actors from outside. The material and research findings will be analyzed by the steering group, comments will be made and there will be a second revision of the material before publication.

### **Process and Steering**

*Union to Union* will fund the study. The draft and final version will be analysed and commented by a steering group and it will be resubmitted to consultants.

The proposed time-frame for the study is:

- Kick off meeting between Union to Union and consultants – 20<sup>th</sup> November.
- Phase 1: Inception report to be submitted 1st December.
- Phase 2: Submission of report for comment by 19th January.
- Phase 3: 1 -2 weeks for adjustments and review of final version. Final report ready before February 9<sup>th</sup> 2020.

*Union to Union* will provide the consultants with necessary information on project portfolio as well as contact from network contacts for first round. It is expected that consultants will present an inception report including and a list of possible interviews.

### **Qualifications and experience**

The desired specifications and qualities of the successful candidate(s) to be taken as basis for analysis of proposals are:

Researcher (or research team) collected experience, background and qualifications; experience on research related to trade union movement and just transition, knowledge and experience in geographical region, prices and language skills. Excellent understanding of the role of trade unions for development in general and for workers' rights in particular. The consultant can be home based and will be expected to present reports on its findings at three stages.

### **Tender**

*Union to Union* welcomes the responses to this Terms of Reference by interested candidate(s), with a short written statement including:

1. A brief response to study's aim and work plan outline.
2. A quote for consulting fee in SEK inclusive VAT, all costs included.
3. One work sample relevant to the assignment.
4. Copies of all relevant Curriculum Vitae (CV)

Tenders shall be submitted via email to [catarina.silveira@uniontounion.org](mailto:catarina.silveira@uniontounion.org) not later than 10<sup>th</sup> November, 2019.

For more information, please contact Catarina Silveira [catarina.silveira@uniontounion.org](mailto:catarina.silveira@uniontounion.org).