

The Background Report For

a trade union side event

Labour & Environment:

Collective commitments for sustainable development

“The Workbook”

At The Founding Congress of The
International Trade Union Confederation (ICTU)
1-3 November, 2006. Vienna, Austria

This document is available at:
http://www.global-unions.org/pdf/ohsewpO_6h.EN.pdf

FOREWORD

A Call for Trade Unions to Enlist In Sustainable Development Pathways

It took more than a decade for trade unions at the United Nations to obtain acceptance of social factors as intrinsic to sustainable development, along with environmental and economic factors. This acceptance took place at the 2002 World Summit on Sustainable Development (WSSD), bringing into scope a full range of questions considered important by workers, everywhere: employment, income, livelihood, gender or poverty issues, along with participation policies that fostered worker and trade union involvement in workplace and community decision-making.

This development was an important precursor to any effective trade union focus on environmental protection, especially at the production and workplace levels, where occupational health and safety is of prime concern. Therefore, since the WSSD, at least at the policy level, the world has received a mandate to address both social and environmental questions, in a linked-manner.

At the WSSD trade unions, the UN International Labour Organisation (ILO) and United Nations Environmental Programme (UNEP) began exploring as partners how to jointly work together in creating and integrating this new understanding about sustainable development into practical implementation of solutions for workers and trade unions.

Nearly four years after the WSSD, the same partners, along with others, came together at the *Trade Union Assembly on Labour and Environment*, last January, 2006 to identify such practical approaches. An earlier version of this Workbook became the *Assembly's* tool for crystallising debate about such solutions and to point the way for at least the next decade. This version of the Workbook incorporates the Assembly outcomes as well as amendments to the original text that were suggested by the participants of the meeting (it has not been updated to reflect more recent events or references). It is available at: http://www.global-unions.org/pdf/ohsewpO_6h.EN.pdf.

In the background portion of this workbook, readers will be provided with some recent history related to the use of the Workbook, especially for facilitating discussions at two *Assembly* regional follow up conferences, one for Latin America, another for Africa.

Of significance is timing of the Assembly and follow up conferences, just prior to the creation of the new International Trade Union Confederation (ITUC) in this same year; providing the nuts and bolts of a new trade union pathway for sustainable development, among other priorities. The collective wisdom of the participants attending the Assembly and its aftermath events –as reflected in this Workbook– was brought forward as input into the first resolution to be adopted by the ITUC and henceforth signalling a mandate for its work in a concerted way with its affiliates, world-wide, on environment and sustainable development.

This is a significant historical development, one that is recognised by many actors but most importantly the ILO, WHO, UNEP, and Sustainlabour – a trade union foundation created two years ago to help implement sustainable development plans by trade unions. These groups have agreed to join union leaders at the 1st ITUC Congress in a special initiation event aimed at ushering a new sustainable pathway for workers and their organisations, in the years to come.

This version of the Workbook has been produced for the ITUC Congress for a number of reasons. First, it seeks to inform about the evolution of thinking by trade unions about implementing sustainable development and environmental solutions. Secondly, it seeks to provide a tool that can be used at the national and sector levels for reaching beyond our current understanding and practice to bring about change through worker involvement at the workplace level.

This workbook signals a cross-road for trade unions and poses challenges for workers to both identify and address the world's environmental and sustainable development issues in their daily lives.

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Part I. The Workbook & Background

A. History and Update

This Workbook is the product of an earlier version, produced for the first global trade union “Assembly on Labour & The Environment”, held in Nairobi, Kenya last January, 2006 as the *Workers’ Initiative for a Lasting Legacy*: The earlier version of the Workbook is available at: http://www.global-unions.org/pdf/ohsewpO_6b.EN.pdf¹

The meeting was supported by UNEP in consultation with the International Confederation of Free Trade Unions (ICFTU) and Trade Union Advisory Committee to the OECD (TUAC). It was coordinated by Sustainlabour and the Varda Group and was co-hosted by UNEP, ILO and WHO, in cooperation with Global Compact. It reflected a commitment made initially by the UNEP, ILO, ICFTU and TUAC at a high-level meeting held in 2002 during the World Summit for Sustainable Development (WSSD) in Johannesburg to identify linkages between sustainable employment practices and environmental management.

During the Assembly, the World Health Organisation (WHO) also joined the deliberations and declared its willingness to help follow up to the Assembly and to further involve trade unions in promoting prevention in the world of work. Overall, the Assembly further achieved the objectives of chapter 29 of Agenda 21, adopted at the Earth Summit in Rio de Janeiro in 1992.

For the list of the Assembly’s 150 registered participants (mostly trade unions representatives) see: http://www.unep.org/labour_environment/PDFs/participants_list.pdf. A special website was created where programme information and background documents were made available – see current UNEP web page at: http://www.unep.org/labour_environment/TUALE/index.asp. For UNEP’s final report of the Assembly, see: http://www.unep.org/labour_environment/PDFs/TUAreport.pdf.

Significantly there was a high degree of commitment expressed at the meeting by elected national and international trade union representatives as well as experts from both the North and South to work on the most urgent problems facing us – how to achieve sustainable development.”

B. Implementing the Assembly Resolution

“*The Final Resolution of the Trade Union Assembly*” is in Appendix A. Copies of the resolution are available at:

English: http://www.global-unions.org/pdf/ohsewpO_6d.EN.pdf

Français: http://www.global-unions.org/pdf/ohsewpO_6d.FR.pdf

Español: http://www.global-unions.org/pdf/ohsewpO_6d.SP.pdf

The resolution reinforced the new trade union commitments on sustainable development by defining a focus for future cooperation on climate change, chemicals, occupational & public health, corporate social responsibility, as well as equity and access issues affecting poverty. The document also lays out a framework for future campaigns on such issues as HIV/AIDS, accessibility to water and the banning of asbestos.

It is now incumbent on all parties involved in the Assembly to join forces to help in the implementation of the resolution.

¹ Working Groups for the production of the workbook were created prior to the Assembly and the individuals listed in Appendix B contributed greatly to the evolution of its various drafts. These Working Groups – with additional participants- composed the various break-out groups at the Assembly, which discussed and provided input for this Congress version of the Workbook.

C. Post-Assembly regional follow up & the ITUC Congress

After the Assembly two regional follow up conferences have been organized, one in Sao Paolo, Brazil and the second in Johannesburg, South Africa. The outcomes of these are significant as a lead up to the ITUC Congress for the treatment of the Assembly issues by the new International Trade Union Confederation.

1. The Sao Paulo Accords:

Latin American Trade Unions & a common roadmap on Labour and Environment

Sao Paolo, Brazil, 17-19 April, 2006. The trade union conference on Labour and the Environment for Latin America took place in Sao Paolo and was organized by the ORIT and Sustainlabour and supported by CUT Brazil².

The conference brought together 26 national trade union centers, federations (PSI and Rel-UITA) and confederations (ORIT and CLAT).

The meeting adopted the “Sao Paulo Accords”, which incorporate Latin American concerns and challenges to the Global Resolution agreed by the Trade Unions in the Global Trade Union Assembly in Nairobi: See <http://www.sustainlabour.org/documents.php#latam>.

2. The Johannesburg Declaration:

African Trade Unions on Labour and Environment

Johannesburg, South Africa, 28-29 July, 2006. The First trade union African conference on Labour and the Environment was organized by ICFTU African Regional Organisation (AFRO), COSATU and Sustainlabour Foundation. It brought together 24 national trade union centers from AFRO and DOAWTU and federations (BWI, ITGLWE, ITF, IUF, PSI and UNI). The documents and the list of participants are available: <http://www.sustainlabour.org/documents.php#africa>

The Conference adopted the ‘Johannesburg Declaration’, which addresses African concerns and identifies challenges for implementing the Assembly Resolution. The Declaration is now available at:

In English: <http://www.sustainlabour.org/documents/africa/declaration.en.pdf>

In French: <http://www.sustainlabour.org/documents/africa/declaration.fr.pdf>

Both meetings yielded general support for the Assembly resolution for implementation within a regional context and provided a basis for establishing sub-regional plans of action on the environment and sustainable development.

3. The ITUC Congress Resolution:

Sustainable Challenges for the trade union movement

Trade union delegates attending the International Trade Union Confederation (ITUC) Congress will consider adopting an omnibus resolution, which contains the mandate for the new organization to work with various actors on the various elements of sustainable development as outlined in the Assembly on Labour and Environment outcomes and its follow up regional conferences: http://www.icftu.org/www/pdf/circulars/2006/No_E_40_Draft%20Programme%20Resolution%20-%20final%2028%20August.pdf

The ITUC Resolution and the decisions by the Assembly and regional meetings, together, constitute the body of new trade union policy for labour, environment and sustainable development.

² It was also supported by Paz y Solidaridad (CCOO), the Spanish International Cooperation Agency (AECI), UNEP/ORPALC and the Brazilian Government (Ministry of Environment)

After the ITUC Congress, trade union affiliates of the new organisation will be contacted and engaged for both designing and implementing a new programme of work ushered by this body of documents.

D. The Workbook – Implementing the Assembly Outcomes

A commonly held view at the Assembly was that the ‘Workbook’, used by delegates for the orientation of conference discussions became a useful tool and model for establishing action frameworks for training, education and capacity building about environment and sustainable development. It was therefore agreed by conference organizers to update the Assembly Workbook in time for the ITUC Congress³, 2006. This would serve a number of objectives:

A. To report on the January, 2006 Trade Union Assembly on Labour and the Environment and the follow up regional conferences in Africa and Latin America.

B. To engage all parties into trade union implementation of environment, health and sustainable development policy, especially with the ILO, UNEP and WHO.

C. In combination with the ITUC Congress resolution, to promote ongoing discussions within the trade union movement about environment, health and sustainable development.

D. To develop a means for translating the body of trade union policy into a concrete programme of implementation by trade unions

E. To further use the ‘Workbook’ as a basis of an evolving training tool for trade unions on sustainable development.

A follow up process would aim to produce the necessary political and pedagogical tools, oriented for use by trade unions and workers, especially within their formal or informal training and education programmes, world-wide.

³The original Workbook contained for each theme of the Assembly an outline of specific tasks and questions for each break-out working group to consider and report on at the meeting. This part of the original document has been excluded from this congress version of the workbook.

Part II. The Assembly Issues

Integrating the environment into trade union sustainable development policy & action Our Workers' Initiative for a Lasting Legacy. The history of industrial development has led the world into a condition of environmental, social and economic crises that have produced a number of interrelated problems and challenges for workers in such areas as: climate change, chemicals substances, resource use and accessibility, and conditions of work, particularly as they relate to public health and occupational health and safety.

These workplace concerns are inextricably linked to issues faced by the public at large, in all parts of the world. Current trends of globalisation have aggravated the situation with respect to poverty and the growing inequality of access to resources, services and health for large portions of the world's populations, especially the young and aged, women, working poor and those without employment or social protection to provide for their basic needs.

At the heart of the current condition is the basic fact that economic and production decisions continue to be made in isolation from the fundamental environmental and social dimensions of human life and health on our planet Earth. Today, meaningful decision-making has become the prerogative of the few, leaving most sectors of Civil Society disenfranchised or with dwindling influence and power.

Workers – both at the workplace level and in the community – experience these crises along with everyone else. However, unionised workers have a greater margin of influence to bring about change, particularly when they negotiate with employers, or cooperate with the UN system and other groups in Civil Society. Trade unions are in a position to inspire hope and enthusiasm for change.

A first priority for workers and trade unions is to change current patterns of production and consumption in an integrated manner, placing the highest priority on sustainable development approaches that link decision-making by the many to integrated social, environmental and economic outcomes. The collective challenge for each of us is to implement our vision of the future, country-by-country, sector-by-sector, workplace-by-workplace, while taking account of the different realities of workers' lives in each. The integration and mutual reinforcement of the three pillars of sustainable development must remain a priority; this in the context of respecting cultural diversities, promoting democratic decision-making and seeking world peace.

We are called to play a larger role in the struggle to save planet Earth. The focus for our engagement must continue to be the world's workplaces, which are at the core of production as well as consumption patterns. In addition, our strategies must focus on where problems are most serious; e.g. issues related to climate change, chemicals and hazardous substances, resource use and accessibility and conditions of work.

For change to take place, more cooperative industrial relations have to be developed between workers, trade unions and employers. Participatory processes consistent with freedom of association must be strengthened and linked to the activities of governments and the constituencies they represent, and workplace participation and especially collective bargaining must become a vehicle for employer accountability on a broad range of issues relating to both occupational and community environments.

This will only occur if instruments and processes of social dialogue are developed. Resistance to change for sustainable development must be understood, especially as it impacts the world of work. Awareness-raising, co-operation and mutual trust must become the trademark of joint-decision making, linking worker/union, employer and community efforts. In addition, any programme should link up to Decent Work promotion; providing jobs to deal with poverty but also to attain levels of socio-economic security. Moreover, *Just Employment Transition programmes* are needed to maintain the livelihood of workers who lose jobs or are displaced by change and require re-employment, compensation, re-training and education. Finally, our mission involves education, and we could not begin at a better time, as this is the *International Decade of Education for Sustainable Development*.

For these reasons, the relationship we develop with UNEP must be linked to the Decent Work agenda of the International Labour Organisation (ILO), and reflected in new relationships between Environment,

⁴ As amended from the Global Assembly on Labour and Environment workbook

Health, Labour and Social Ministries of governments around the world. Moreover, this agenda must also integrate the public health links. ILO-UNEP-WHO involvement is crucial to the linking of occupational and community health and environment. Global health challenges related to work encompass HIV/AIDS and asbestos, among other issues. In fact, health risks in the working and living environments cause over 13 million deaths per year, almost six times the deaths from HIV/AIDS.

Elements of a 1977 ILO-UNEP MOU for Environment Cooperation, as well as the joint ILO-UNEP-Trade Union activities initiated at the 2002 World Summit on Sustainable Development (WSSD) provide a framework for stronger partnership-building to serve as a model for other intergovernmental bodies in developing their own strategies in dealing with health, investment, trade and other key policy areas.

Governments must be urged to be more supportive of this new relationship in legislation, policy and action frameworks that involve Civil Society and Agenda 21 Major Groups. In particular, we urge them to take note of the 7th Global Civil Society Statement to the 9th UNEP Governing Council, as well as to take leadership in supporting and building active partnerships with trade unions.

Governments must also affirm their responsibility and authority for the proper governance of decision making related to issues dealing with labour, environment and sustainable development. Public oversight, control and management must remain high on the priorities of governments, especially when dealing with access to information and technology transfer. Government roles for the provision of services must not be undermined or diminished but strengthened through the deepening of democratic decision making.

The trade union movement is committed to creating a transformation extending from local to international levels that will challenge the limits of human development, thought and awareness, and embrace the universal desire for a healthy planet, human emancipation and world peace. We are pleased to join UNEP, governments and all actors in Civil Society in this historic mission, our Workers' Initiative for a Lasting Legacy (WILL).

Action Points: Integrating Environment & Sustainable Development

1. Promote the full integration of the three pillars of sustainable development, including the economic, environmental and social dimensions, within a context of common but differentiated responsibilities,

2. Support relevant outcomes of the Rio 1992 and WSSD Summits, including current instruments and measures to implement them,

3. Link environment to poverty reduction & decent employment, as means of ensuring a sustainable livelihood,

4. Be committed to gender and age equality, promote equality in access to resources or services that are vital to a dignified life and social inclusion,

5. Improve social dialogue and consensus building by addressing social & employment impacts as a means for promoting democracy and achieving change at the international and national levels, within sectors and in workplaces,

6. Support environmental protection which recognises the need for Just Employment Transition, within a framework of social integration, decent employment, poverty eradication and public health,

7. Revitalise state monitoring, inspections and evaluation of industry to ensure compliance with public policy and negotiated standards,

8. Promote change in patterns of production and consumption, including waste reduction and conservation, based on changes at the workplace and development of initiatives at the community to promote sustainable consumption and production,

9. Call for labour/management cooperation at the workplace, nationally and internationally, based on country acceptance and promotion of ILO Declaration of Fundamental Rights & Principles at Work, including core labour standards,

10. Compile good practices and identify lessons and obstacles,

11. Call on governments to integrate the social dimension, by exercising State instruments and measures related to investment, technology, procurement, regulation & public policy planning standards and other relevant international labour standards,

12. Involve both social partners, management and genuine workers' representatives, in decision making, education, awareness raising, information sharing & workplace/community implementation. Ensure training and technical assistance to deal with change,

13. Strengthen the capacity of trade unions and employers' organisations to cope with crisis and change, for example the implications of HIV/AIDS, and ensure training and technical assistance,

14. Seek enhanced cooperation & coherence in government implementation & enforcement functions of Environment, Finance, Labour and Social Ministries.

The trade union

Country-by-Country & Company Profiles

<http://www.tradeunionsdunit.org/profiles/>

Each section of this workbook makes reference to trade union *country-by-country* profiles, which aim to clarify common national, sector and workplace-level issues that relate to sustainable development.

In July 2006 a new trade union *Sustainable Development Unit* was launched by the International Confederation of Free Trade Unions (ICFTU), Global Unions Research Network (GURN), Sustainlabour and Trade Union Advisory Committee to the OECD (TUAC).

The Unit website makes available the Trade Union '*country by country*' profiles on a wide range of sustainable development issues: energy, climate change, occupational health & safety, 28 April *International Commemoration Day* (ICD), asbestos, HIV/AIDS, trade union rights, as well as corporate accountability. The web-site is accessible at: <http://www.tradeunionsdunit.org/profiles/>

The new Unit will manage the growing use of trade union '*country-by-country*' information profiling and also help coordinate activities. However, the Unit sees its role mainly as conceiving and producing internationally-linked, country-level information to facilitate trade union campaigns and lobbying efforts.

A description of the indicators contained in any of the published profiles, along with their relevant sources, is available at the country profiles' webpage: <http://www.tradeunionsdunit.org/profiles/>

Country-by-Country Profile Elements

General Introduction

For Country Profile Background & References:

<http://www.tradeunionsdunit.org/profiles>

Non-binding measures, guidelines, codes or voluntary agreements

- Agenda 21,
- 2002 Johannesburg Plan of Implementation,
- UN Millenium Development Goals.

1. Country profile: Country adherence to Instruments & Measures:

Binding measures & Instruments

- Aarhus Convention for public participation and access to information,
- UN Universal Declaration of Human Rights and related Covenants,
- Declaration on Fundamental Principles and Rights at Work, (see ILO Conventions under Theme Four: Enterprise and Social Responsibility), http://www.ilo.org/dyn/declaris/DECLARATIONWEB.static_jump?var_language=EN&var_pagename=DECLARATIONTEXT
- ILO Convention 122 Employment Policy,
- ILO Convention 132 Maternal Protection.

2. Country profiles: indicators for country and government progress:

- Countries that have adopted a national sustainable development strategy and the corresponding number that involve trade unions,
- Countries that have developed national consumer awareness programmes,
- Ecological Footprint Index,
- UN Human Development Index,
- ILO Representation Security Index,
- ILO Voice Security Index,
- The extent of Child Labour,
- Literacy and Illiteracy rates,
- School enrolment rates,
- Women & Gender discrimination rates,

- Maternity & Mortality rates,
- Export Processing Zones,
- Debt Relief and GDP rates,
- Employment rates (see Theme Three: Access to Resources & Services).

3. Available resources

- 2006 SD and Energy Profiles: English, French and Spanish: <http://www.tradeunionsdunit.org/profiles>

- 2006 T.U. Submission to CSD: http://www.global-unions.org/pdf/ohsewpO_4h.EN.pdf .

- 2005 Trade Union Rights Profiles: English, French and Spanish: <http://www.tradeunionsdunit.org/profiles>

- 2006 UNEP “Labour and Environment”

- 2005 UNEP “Stakeholder Engagement Manual” : <http://www.unep.fr/outreach/home.htm>

- 2005 ILO Promoting Sustainable Development for Sustainable Livelihoods <http://www.ilo.org/public/english/standards/relm/gb/docs/gb294/pdf/esp-2.pdf>

- 2004 ICFTU Congress Resolution on Employment and Sustainable Development: English: <http://congress.icftu.org/displaydocument.asp?Index=991220324&Language=EN>.

- 2004 ICFTU Congress Resolution on the Social Responsibilities of Business in a Global Economy: English: <http://congress.icftu.org/displaydocument.asp?Index=991220321&Language=EN>

- 2006 7th Global Civil Society Statement to the 9th Governing Council/ Global Ministerial Environment Forum, Dubai, February, 2006 http://www.global-unions.org/pdf/ohsewpO_6c.EN.pdf

- 2004 ILO HIV/AIDS and work: Global estimates, impact and response: <http://www.ilo.org/public/english/protection/trav/aids/publ/global-est.htm>

- 2003 UNEP Global Environmental Outlook (GEO3) and subsequent annual / regional GEO Yearbooks / Reviews: <http://www.unep.org/dewa/index.asp>

- What trade unions & others obtained at the 2002 WSSD: http://www.global-unions.org/pdf/ohsewpO_3a.EN.pdf

- ILO Information folder on Decent Work and the Millennium Development Goals (MDG 7) <http://www.ilo.org/public/english/bureau/exrel/mdg/briefs/mdg7.pdf>

- 1977 ILO-UNEP MOU Environment Cooperation http://www.global-unions.org/pdf/ohsewpO_2.EN.pdf

Trade Unions at the Assembly emphasised their role as:

- Promoters of Social Dialogue in the workplace and at the international, national and local levels,
- Vehicles for communication and education, e.g. the occupational health and safety programs, especially those that foster workplace-based actions and community awareness raising,
- Agents for change with their knowledge and capacity to organise worker involvement in sustainable production and consumption, and to engage workers with other civil society organisations in initiatives to promote sustainable production and consumption,
- Facilitators of bottom-up processes for local capacity building and democracy, e.g. at the workplace and through dialogue with community stakeholders.

Trade Unions at the Assembly pledged to build WILL as:

- Defenders of environmental standards for goods and services that originate in the workplace,
- Active UNEP and ILO constituents, engaging governments and employers to ratify and implement key instruments to protect the environment while promoting employment and social policy solutions that link sustainable development to poverty eradication.

Theme One: Climate Change & Energy

While energy services have fostered economic development and improved the standard of living in industrialised countries, with positive effects on social development, the current patterns of supply and consumption of energy have become unsustainable. Energy is critical for the fulfilment of basic human needs yet nearly two billion people - mainly from Least Developed Countries (LDCs) and developing or transition economies - have no access to electricity, while millions more suffer from inadequate access to energy, generally. As well, wide disparities exist between low energy consuming countries and other countries, which consume 25 times more energy per person, and even between low and high energy users in the same country.

Current trend towards liberalisation also raise concerns. In the case of electricity, as one example, public regulated monopolies are being replaced by disaggregated, private energy service providers. While these policies are supposed to create market discipline and efficiency, in reality, they neither ensure more efficient operation nor extend services to the poor. Also, creating market mechanisms often prove more costly than anticipated; the disaggregated, privately-owned electricity systems which result are failing to provide the necessary incentives for development of more expensive alternative energy sources, let alone maintain and expand the current systems. For these reasons actors that can help improve access to energy and those that play roles in the management of this resource must be differentiated and distinct action proposals provided for each.

Current patterns in energy have spawned a host of negative impacts for environmental and human health, throughout the world. Foremost among these is climate change; a direct consequence of a continuous increase in atmospheric concentrations of greenhouse gases (GHGs) primarily from combustion of fossil fuels; e.g., coal, oil and gas. GHGs are also emitted by animal husbandry and agriculture, various industrial processes (e.g. electronic components) and domestic usages (e.g. air conditioning). Industrialised countries generate most of the world's GHGs and this activity impacts most on developing nations and the poorest populations. Extreme climate events, droughts, reduced crop yields, decreased water availability and propagation of vector borne diseases like malaria will each yield their own employment effects.

In 1992, the UN Framework Convention on Climate Change (UNFCCC) established agreed procedures for countries to stabilise GHG's, and set in motion negotiations that created the Kyoto Protocol in 1997. The Protocol established 'the principle of common but different responsibilities', setting out different obligations for industrialised and developing countries. While ratifying developed countries are committed to reducing their GHG emissions for the 2008-2012 period by 5.2% of their 1990 levels, no quantified reduction targets are set for the developing countries.

Ten years after the UNFCCC, at the 2002 World Summit on Sustainable Development (WSSD), governments agreed to link climate, energy and access issues to implementation measures for sustainable development in order to achieve the Millenium Development Goals (MDGs). So-called "Partnerships" between government, business and civil society were promoted and identified as a means for implementing these commitments.

Trade unions at the Assembly insisted on placing climate change and energy issues within a policy and action framework that will promote sustainable development.

Placing climate change measures within a sustainable development framework means that energy-related risks must be integrated into national development and poverty reduction strategies that furthermore, must be linked to other national environmental priorities; e.g., relating to biodiversity and desertification. Development planning must take into account existing and future vulnerabilities affecting the poor, youth unemployment, inequitable access, economic dependency on fossil fuels and climate change, and include sectoral strategies for energy, water, sanitation, agriculture, health, education, transport, disaster management, etc.

GHG emission reduction strategies can create quality jobs, especially though renewable energy, energy

conservation and green technologies; approaches already been taken in some regions of the world have yielded enormous improvements to the quality of life and health. For this reason, priority must be given to investment in research, infrastructure and vocational training geared to emissions reduction and the promotion of renewables. While it is known that a transition towards a low carbon economy can create overall net employment gain, however, severe socio-economic disruption and job loss is likely to be caused by restructuring, job migration and de-skilling in specific sectors or regions.

Climate change policy must therefore address these issues through programmes for 'Just Employment Transition', backed by financial and economic measures to provide for compensation, re-employment and re-training. In some countries, trade unions in key industrial sectors have developed strategies to exploit technological and economic opportunities for job creation through bilateral or trilateral agreements with governments and employers to predict and address social and employment impacts.

The success of implementation strategies for climate change will also depend in large measure on public policies and national regulations that require engagement of workers, trade unions and employers to achieve specific CO₂ and other targets at their workplaces. Such action requires joint trade union- employer target setting, monitoring, evaluation and reporting to bring about meaningful change. Trade unions therefore call on governments and inter-governmental bodies to focus on programmes that foster worker participation through the recognition of worker and trade union rights.

In developing countries, a major challenge lies in the effective transfer of financial and technological capacity through so-called "flexible mechanisms" provided under the Kyoto Protocol (e.g the Clean Development Mechanism (CDM) which allows industrialised countries and companies to meet part of their Kyoto targets by funding projects that deliver emission reductions in developing countries). If properly implemented, results could substantially promote sustainable development in these countries.

The UNFCCC has also established common commitments by countries with respect to monitoring inventories, reporting on emissions and sinks, national strategies, adapting to expected impacts and information-sharing, and has created funds (albeit limited) to help poor countries adapt to and mitigate climate change. Trade unions must be involved in all such activities to ensure that they deliver investment benefits for Decent Work, and positive national development, based on social and environmental criteria. They must also promote worker participation in both countries involved in CDM's.

A key issue for the UN concerning reduction of GHG emissions world-wide is how to fashion a long term agreement for equitable sharing of the burden of emission reduction between developing and developed countries beyond 2012. This will require all developed countries to commit to much higher emission reduction levels in absolute terms to allow developing countries to foster positive development with increased emissions for a defined period during which they can achieve acceptable GHG stabilization. By applying the principle of 'common but differentiated responsibilities', the most advanced developing countries can progressively adopt GHG gas reduction commitments, e.g. through voluntary measures among others. Such commitments should be linked to a requirement for industrialised countries to provide clean technologies, renewable energies and training to help developing countries meet their new commitments.

In the last decade, Global Unions have been involved in all of the Conference of the Parties (COP) of the UNFCCC. At the most recent, COP11, held in Montreal, Canada in December 2005, trade unions achieved significant points of entry for involvement in future COP deliberations concerning mitigation and adaptation (see Action Points #16 & 17, below). Our *Worker's Initiative for a Lasting Legacy (WILL)* is based on the belief that a commitment to employment transition will radically convert potential worker resistance to climate change measures into workplace action that can have a major impact on environmental protection and climate change.

Action Points: Climate Change

1. Promote participation of workers and trade unions in policies for energy transition, environmental protection and sustainability,

2. Support the joint engagement of social partners in setting climate and environmental targets for workplaces and communities. Develop training and tools for workers to facilitate implementation,

3. Guarantee full and equal access to energy for all, especially vulnerable groups, including women, youth, the aged and working poor (see Theme Three Public Access),

4. Promote energy conservation/efficiency and, in developed countries, reduce domestic, community and industrial consumption of all forms of energy, including through better technology,

5. Promote renewable energies for environmentally friendly energy alternatives and industrial processes and methods that eliminate energy waste or misuse,

6. Promote environmentally friendly and healthy household energy solutions, as 1.6 million people die each year because of indoor pollution from the use of solid fuels at home,

7. Develop and finance well-integrated and funded public transportation systems and promote national policies and programmes to advance intermodality (e.g. between bus, train, road),

8. Link climate change activities to strategies that address biodiversity and desertification by promoting ratification of related UNEP Conventions and Instruments,

9. Promote joint workplace actions and rights for the workers' representatives to have access to information and to be consulted on energy and emissions issues, as a basis for community education and change to implement WSSD outcomes. Joint trade union employer approaches for GHG reduction and capacity building for workers and trade unions should be developed, with a special focus on the social dimension of change,

10. Encourage national policies to promote a shift towards sustainable consumption and production patterns with the view to meet the Kyoto targets and the UNFCCC commitments, with due consideration to social quality and employment,

11. Promote a better understanding of the social and employment implications of energy policy and practices and address distributional effects through research & education in the context of a 'just transition',

12. Develop 'Just Employment Transition' programmes to address dislocation and insecurity and to promote environment and employment synergies. Promote ILO Decent Work policies and Convention 122 and its Recommendations as instruments for transition,

13. Build public consensus for UNFCCC and the Kyoto Protocol by promoting social and employment transition measures within mitigation and adaptation

policies,

14. Support post-Kyoto commitments for Europe and other regions in an egalitarian framework based on the principle of common but differentiated responsibilities,

15. Develop national frameworks for implementing the Kyoto Protocol that promote social dialogue and trade union participation in implementation measures and national policy for 'flexible mechanisms',

16. Promote implementation of UNFCCC & Kyoto Protocol decisions relating to the MDGs. Intergovernmental bodies to encourage worker and trade union participation,

17. In preparation for UNFCCC COP12/ MOP2, trade unions agree to:

- Trade union input to national governments about COP11 adopted report by non-Annex 1 countries, with respect to national communications & sustainable development. Income, employment, access to vital resources & services, as well as participation issues based on Agenda 21 will be priorities for trade unions. <http://unfccc.int/resource/docs/2005/sbi/eng/18a01.pdf> ;

- Be involved in the UNFCCC's 5-year work programme, and in upcoming 2006 workshops – both activities of its SBSTA committee to bring into scope the results of a trade union initiated research in Europe on energy/climate and employment.

- Provide input into the New Delhi work programme concerning skills and activities of trade unions related to training, education and public awareness,

- Participate in a review process under Article 9 of the Kyoto Protocol by providing input to national governments and the Secretariat, as they compile relevant scientific, social and economic information,

- Integrate trade union country-by-country profiles on climate and energy within the new UNFCCC Climate Change Information Network clearing house (CC:iNet).

Country-by-Country Profiles Climate Change & Energy

For Country Profile Background & References:
<http://www.tradeunionsdunit.org/profiles>

1. Country profile: Country adherence to Instruments & Measures:

Binding measures & Instruments

- Kyoto Protocol,
- UNEP Biodiversity Convention and its Biosafety Protocol,
- UNEP Desertification Convention,
- ILO Convention C122 Employment Policy,
- ILO Convention 148 Hazards due to Air Pollution.

Non-binding measures, guidelines, codes or voluntary agreements (if any):

2. Country profiles: indicators for country and government progress:

- Primary Energy Consumption (total & per capita),
- Energy Exports & Imports,
- CO2 emissions (total & per capita),
- CFC consumption rates,
- Ecological Footprint Index,
- Employment rates (see labour market and employment Theme Three: Access to Resources & Services),
- UNFCCC Kyoto Flexibility Mechanisms data.

3. Available Resources

- 2006 Trade Union Sustainable Development and Energy Profiles: English: <http://www.tradeunionsdunit.org/profiles>
- 2004 ICFTU Congress Resolution on Employment and Sustainable Development: <http://congress.icftu.org/displaydocument.asp?Index=991220324&Language=EN>,

http://www.global-unions.org/pdf/ohsewpP_8h.EN.pdf,

- 2005 TU Climate Change COP11 Statement to UNFCCC COP11/MOP1: http://www.global-unions.org/pdf/ohsewpP_8h.EN.pdf,
- 2005 TU Climate News Compendium for UNFCCC COP11/MOP1: http://www.global-unions.org/pdf/ohsewpP_8j.EN.pdf,
- 2005 UNFCCC COP11 Sustainable Development non-Annex 1 document for 2006 country reporting <http://unfccc.int/resource/docs/2005/sbi/eng/18a01.pdf>,
- 2003 UNEP Global Environmental Outlook (GEO3) and subsequent annual / regional GEO Yearbooks / Reviews: <http://www.unep.org/dewa/index.asp>,
- 2004 COP10 Climate & Energy Profiles English: <http://www.tradeunionsdunit.org/profiles>,
- 2006 T.U. Submission to CSD: http://www.global-unions.org/pdf/ohsewpO_4h.EN.pdf.

Theme Two: Chemical risks and hazardous substances

Chemicals permeate every aspect of our life. The proliferation of thousands of chemicals and related substances since the Industrial Revolution has yielded enormous benefits; indeed, modern society could not function without them. Unfortunately, the production, use of and waste generated by synthetic chemicals is also responsible for a growing number of environment and human health problems, as well as making increasingly unsustainable demands on our natural resource base.

These negative effects are compounded by a dire lack of knowledge regarding their inherent properties, environmental and human risks, as the effect of industrial processes spills over from workplace into community environments, where chemicals are known to cause damage to reproductive, nervous, cardiovascular or respiratory systems, as well as being capable of causing allergies, asthma and skin diseases. Long-term effects and low-dose chronic exposures, such as those that cause cancer, must be of special concern, particularly in developing and transition economies where the knowledge and capacity gaps to deal with chemicals are enormous.

Each day, individuals migrate from one “chemical cocktail” to another, depending on where they work and live. Biologically persistent, slow-degrading or slow-spreading agents are dispersed via wind or water. Synthetic chemicals can be found in water, soil, air, humans and other animals, with some of the highest concentrations found in the remotest parts of the planet, such as the Arctic.

Concern for future generations should raise the alarm about chemical pollution in ambient-air, as well, with special attention to the effects of exposure to endocrine disrupting chemicals during pregnancy or nursing. Ozone depletion, acid deposits, pollution of water, soil and air, as well as loss of biodiversity are by-products of improper uses of man-made chemicals – particularly those that are persistent, bio-accumulative, travel across national boundaries and have proven to cause irreversible damage and severely wanting of substitutes.

Awareness-raising, training and national controls are urgently needed. All countries must strive for sustainable responses, including an end to environmental and social dumping. The 2002 World Summit on

Sustainable Development (WSSD) agreed to take action that by 2020 would minimise, “*adverse effects on human health and the environment.*” For this reason, trade unions have collaborated with the Strategic Approach for an International Chemicals Management (SAICM) programme to produce a global system for harmonising information on chemicals. Agreements on this system will be reached at the Ministerial Conference in Dubai in February 2006 which could pave the way for development of National Plans.

Instruments, processes and measurement systems produced by ILO, UNEP, WHO and other international agencies must play a leading role in the oversight of chemical production and use. There are numerous Conventions and Agreements under the ILO, UNEP, as well as international conventions on Persistent Organic Pollutants (POPs), Prior Informed Consent (PIC), Greenhouse Gases under the United Nations Framework Convention on Climate Change (UNFCCC), the International Framework for Chemical Substances (IFCS), the Bahia Declaration on Chemical Safety, to mention only a few.

Integrated policies are required to deal with chemicals, related substances and wastes. In particular, we must address the knowledge and capacity gaps that exist within and between regions, in order to promote proper management of chemicals, seeking substitutions or phase-outs wherever possible. In this regard, valuable information and mechanisms will arise from the experience in the European Union with the implementation programme of the Registration, Evaluation and Authorization of Chemicals (REACH).

National policies, backed by regulation, enforcement and monitoring are needed wherever chemicals are produced or used, if sustainable management is to take place. So must the involvement of workers and trade unions, as poor management practices have resulted in exposure by untold numbers of workers to chemical vapours, liquid or solid waste streams, contaminated packaging and to water or soil pollution. The simple fact is that the highest level of exposure normally takes place at the workplace through inhalation, skin absorption or ingestion.

A high level of worker risk is only one reason why workers and trade unions must be involved in urgent action to clean up the workplace. The other reason is that participation by workers and their trade unions is a crucial element to any chemical risk prevention programme, within enterprises, as well as at regional and international levels. National policies must therefore be reviewed, regulations improved, monitoring and the whole machinery of compliance strengthened with this basic principle in mind. Collective bargaining and voluntary agreements with employers should aim to raise awareness, train, and develop or create new tools, and a priority placed on coalition-building with other groups; e.g., consumers, scientists, physicians, environmental organizations.

The agenda for sustainable approaches to chemicals must accommodate a number of concurrent responses. Time-bound goals must be established for the phase-out and substitution of most hazardous chemicals, guaranteeing a just transition. At the same time, industry must be required to provide much more environmental and health information and encouraged to respect the “polluter pays principle”. Certain key notions that trade unions have insisted on for decades must be put into policy and practice: e.g., the precautionary principle, clean production, best available techniques, and best environmental practice are just a few. Substitution and the avoidance of emissions, discharges or loss of hazardous substances must become much more evident as the signs of a safe and sustainable approach to the management of chemicals.

Attention must turn to public health and environmental issues, e.g. bans or restrictions asbestos, PCBs, brominated flame retardants and other POPs⁵. Many more such approaches need to be explored, however. It is also well-known, for instance, that workplace prevention schemes have yielded public health and the environmental benefits, through substitution of chlorinated solvents in surface-cleaning processes, replacement of heavy metals to catalyse chemical reactions, labelling and segregation of waste streams, especially those that find their way outside of enterprise property.

Governments and enterprises must be convinced that prevention of chemical risks at the workplace directly benefits both public health and the natural environment, particularly where liability for damages can

⁵ Often-time, evidence of chemical impacts to either workers or the community comes after their detection elsewhere, and sometimes in remote locations. Methyl bromide – a hazardous pesticide used by agriculture workers is now, for example, restricted, as an identified culprit for the depletion of the ozone layer. On other fronts community groups are trying to replace incinerators with better waste management systems that avoid the release of dioxins and heavy metals, but also create safer jobs by promoting recycling systems

no longer be conveniently shifted back-and-forth between workplace, local authorities and jurisdictions. The stimulation of research and development of a green and sustainable chemistry becomes a priority to prevent further health and environmental damage and to secure safe, decent and sustainable jobs. Cleaner production can be achieved where both workplace parties have an authentic desire towards common objectives. Success is possible by placing less emphasis on competitive goals, and more on the regulatory controls for chemicals. Financial, technical and legal instruments must, therefore, be developed to ensure meeting international and national goals, particularly in developing countries and economies in transition.

We take note of the 7th Global Civil Society Statement to the 9th UNEP Governing Council, as well as its emphasis on chemical issues and we welcome the opportunities to formulate joint approaches, wherever possible. We also agree to joint approaches with the ILO, UNEP and WHO in our *Worker's Initiative for a Lasting Legacy (WILL)*.

Action Points: Chemicals and Hazardous Substances

1. Adopt a “no data, no market” policy to ensure industry provides and adequately communicates verifiable and accessible data on the chemicals they produce.

2. Guarantee worker access to information, as well as to the freedom to organize and participate in decision-making, especially with respect to substances used in production and workplace.

3. Promote the workplace posting of chemical data sheets, as outlined in the new UN scheme for global harmonisation and labelling (GHS). Encourage countries to sign up to this programme.

4. Promote capacity building among trade unions and workers to understand the hazards and risks of chemicals and participate in their prevention.

5. Maintain registries of chemical accidents and the incidence of poisonings or workplace illnesses.

6. Exchange and disseminate information on safe chemicals management, including assessing alternatives, products and processes.

7. Phase-out and substitute dangerous substances with approaches that address social impacts, i.e., through a “just transition”.

8. Ban the use and commercialisation of asbestos world-wide, and encourage civil society, governments and intergovernmental bodies to join trade unions in a world campaign for this purpose. (see also under Theme Five).

9. Substitute the most hazardous substances, such as CMR, PBT, endocrine disruptors and heavy metals, and develop joint workplace programmes of action with employer groups for this purpose.

10. Apply the Prevention and Precautionary Principles in all matters relating to the uses of chemicals and related substances, especially for multiple exposures and emerging chemicals of concern (e.g. endocrine disruptors).

11. Strengthen multilateral environmental agreements (MEAs) and their implementation, including

follow-up to WSSD outcomes, as well as the Strategic Approach to International Chemicals Management (SA-ICM), the Stockholm Convention on Persistent Organic Pollutants (POPs), the Prior Informed Consent (PIC) procedure, REACH (EU regulation for chemicals) and such related agreements as the Basel Convention (hazardous wastes) and Montreal Protocol (ozone depletion).

12. Encourage ratification or implementation of Conventions, regulations, ILO standards and Codes of Practice regarding chemicals.

13. Improve mechanisms to involve trade unions in existing and future UNEP, ILO, WHO initiatives.

14. Promote development of trade union policy and programmes relating to chemicals and hazardous substances for adoption by national and sector trade unions, within the context of industrial relations.

15. Promote coordination among institutions –health, labour, environment, agriculture– with stakeholder participation to ensure a holistic, integrated and participative approach.

16. Stimulate research, development and implementation programmes for a greener and more sustainable approach to chemical manufacture and use, and addressing measures to ensure the outcomes are available and used, such as green chemistry.

17. Develop financial, technical and legal instruments, accompanied by new and additional resources, to facilitate the full internalisation of costs and implementation of chemical strategies and programmes by developing countries and economies in transition.

18. Develop “just transition” mechanisms and programs to ensure new safe, decent and sustainable employment and social opportunities at a local and national level, when phasing-out undesirable chemicals.

19. Further enhance the use of UNEP ‘s Clean Production Centers as vehicles to assess industry and stakeholder actions on chemical hazards, risks and the promotion of safer alternatives.

20. Call on corporations to accept and implement important polluter pays principle extended producer responsibility.

21. Ensure joint workplace action for the prevention of accidents, chemical hazards and risks to workers, public health and the environment, particularly the most vulnerable groups, i.e. women, children, spray groups.

22. Use a mix of tools to promote better practices: collective bargaining, voluntary agreements, codes of practice, while ensuring that these do not undermine the role of government and standard setting.

23. Strengthen trade union information about chemicals. Seek to develop and strengthen joint approaches to chemicals with Major Group and Civil Society organizations.

Country-by-Country Profiles

Chemical risks & hazardous substances
For Country Profile Background & References:
<http://www.tradeunionsdunit.org/profiles>

1. Country profile: Country adherence to Instruments & Measures:

(See also Theme Five: Occupational Health & Safety)

Binding measures & Instruments

- Aarhus Convention on Access to Information,
- Stockholm Convention on Persistent Organic Pollutants (POPs),
- Prior Informed Consent PIC Rotterdam Convention,
- Basel Convention on Transboundary Movement of Hazardous Wastes,
- ILO Convention 81 Labour Inspection,
- ILO Convention 121 Employment Injury,
- ILO Convention 161 Occupational Health Services,
- ILO Convention 170 Safety in the use of Chemicals,

- ILO Convention 174 Major Industrial Accidents.

Non-binding measures, guidelines, codes or voluntary agreements

- OECD Guiding Principles For Chemical Accident Prevention, Preparedness & Response.
- 1974: ILO Resolution on Economic Consequences of Preventative Action on Occupational Cancer, http://www.global-unions.org/pdf/ohsewpL_1a.EN.pdf
- ILO Safety in the Use of Chemicals at Work, 1993
- ILO Prevention of Major Industrial Accidents, 1991

2. Country profiles: indicators for country and government progress:

Current indicators in the country profiles

- Asbestos imports and exports & fatality rates,
- Worker fatality rates.

New Suggested indicators

- Country use of CMR chemicals (Volume)

3. Available Resources

2005 Country OHS Profiles English, French and Spanish: <http://www.tradeunionsdunit.org/profiles>,

2005 Country Asbestos Profiles English, French and Spanish: <http://www.tradeunionsdunit.org/profiles>

2004 ICFTU Congress Resolution on OHS: English: <http://congress.icftu.org/displaydocument.asp?Index=991220328&Language=EN>,

2003 UNEP Global Environmental Outlook (GEO3) and subsequent annual / regional GEO Yearbooks / Reviews: <http://www.unep.org/dewa/index.asp>

Theme Three: Public Access to Resources & Services (esp. water)

Sustainable access to resources stems from our concern about alleviating poverty and ensuring that everyone attain a security of livelihood through equal access to food, energy, shelter, health & welfare, social security, water & sanitation, education and transport, i.e. those issues that incorporate the protection of basic human and economic freedoms and rights, as enshrined in international Conventions and Protocols.

Rising poverty and unequal access to resources continue to create serious social disruption and environmental degradation, unprecedented in world history. Growing pressures on health services and the education sector, in particular, as a result of the AIDS epidemic need to be analysed and factored into the response. Trade unions at this Assembly remain firm in their resolve that the only lasting solutions for protecting the environment are those that address poverty and access issues, as the basis for change.

There is no other solution. Meeting the Millennium Development Goals (MDG) requires fully integrated approaches, ushered by the principles of sustainable development to link the social, economic and environmental dimensions of problems.

Of primary concern is that decisions about access, resources and services need to be made in democratic and transparent ways. We call on governments to respect this as a fundamental building-block and to ensure that effective political and institutional measures exist in their country for trustworthy collective decision-making. Also, such a building-block must everywhere inherently seek to promote the highest quality possible of the resources produced and delivered.

Governments must assume authority as law makers to seek for the proper public management of natural resource stocks, be they water, energy, land or food. They must also exercise direct control over certain aspects of resource management, through the institution and preservation of public utilities, e.g for water. As well, such public utilities should be integrated into the life of communities, with key players involved in decision making, including the workers and trade unions that work in them. Municipal authorities should be supported as key partners of Agenda 21 and called upon to play a role in multi-stakeholder decision-making processes.

Governments must also be more assertive in addressing distributional effects of change in concert with the realities of their own taxation, fiscal policies and other financial measures. Often, lower tax payments due to declining business revenues have resulted in cut-backs to public services, just when such services are most needed, for example, in countries hard hit by climate events. Pressure on key services mounts from all sides. Sometimes natural disasters, themselves disable the very people we expect would be standing-by to help us. Key public service employees themselves often become unable to work. Public services can become horribly weakened, just when they should be at their optimal. This is also applies to education, social services and for other issues, like HIV/AIDS. Governments are often the largest employer in many countries, that should be most concerned by these issues.

Certain resources, like water, should not be considered a commodity and the tendency to privatize related utilities should be discouraged. Instead, understanding how to improve public utilities and its delivery of water quality should be a priority, backed up with the necessary institutional and financial mechanisms to do so. Privately run utilities and services, where they exist, must operate by the same fundamental rules as government-run operations. They must be required to meet equal social and environmental standards and be called upon to account, through effective regulatory and enforcement mechanisms that include proper inspections and reporting. Acceptance and respect of ILO core labour standards must be a requirement for all, as well as a requirement to institute employment transition mechanisms where jobs are lost or livelihood diminished. Equally, the respect of environmental Instruments for ensuring water quality must be the basis of their policy.

One aspect of the unequal access to resources and services is related to pricing structures. We agree with the 7th Global Civil Society Statement to UNEP's 9th Governing Council in arguing that pricing and taxation policies should be restructured to reflect the true cost of petroleum, for example, taking into account the social, economic and environmental concerns. However, we also recognize that large sectors of society will not be able to afford to pay for resources and services, whether or not they are sold at true or distorted prices, especially the poor and the most vulnerable groups, like women, the aged and the working poor. Reviewing the pricing and collection structures of utilities and services must be done as a matter of necessity and they must be redesigned with a view to ensure that equity be the basis for imposing them. Such approaches need to be combined with a mix of tariffs, subsidies, taxation and donor grants.

Unequal access and pricing is also about people's 'ability to pay' for or buy essential resources and services. All actors must be made to better understand that having a Decent job is a significant contributing factor in resolving this problem. The role of employment promotion must become a hallmark of solutions to address poverty and access issues. For this reason the ILO must be called upon to integrate its Global Employment Agenda (GEA) with all programmes for sustainable development. "Just Employment Transition" programmes are also needed where workers are displaced or their livelihood is threatened because of change. We understand also that the private sector cannot create jobs if the public infrastructure is not available.

Finally, there is the matter of the availability of resources. Trade Unions at the Assembly recognize this as a significant challenge. Energy, water and other resources must be otherwise brought to people in a fair

and equitable way, where they don't exist at all or in insufficient quantities, e.g water in rural areas and for agriculture. This will require capital outlays that often far exceed the capacity of local communities. The full effect of trade, international investment and economic instruments, combined with national taxation and financial measures must be brought to bear on this problem but they must meanwhile be made to meet sustainable development criteria. 'Public-Public', 'Public-Private', and many other types of partnerships can be made to help in this process but effective government oversight of these must be ensured. Financial and political mechanisms for public-public partnerships should be created.

95% of water services are delivered by the public sector. We encourage all actors to derive lessons from the worrisome trend to privatize water facilities, where sustainable development and democratic approaches appear to have been sidelined. Where water or sanitation facilities have been privatized the case for their *improving* equitable access, management, or availability of this resource is not convincing. Moreover, the negative impact of such privatisation on national sovereignty, control over capital and the maintenance of social infrastructure remains misunderstood and most often invisible to analyses that measure its costs and benefits.

The question of the availability of resources also relates to the fact that the world is over-consuming vast amounts of non-renewable resources. Trade Unions at this Assembly are convinced –as never before– that a very extensive world-wide programme of action is needed to change current patterns of consumption – at the production level and in communities, domestically and by individuals. This is especially so in industrialized countries. Our collective challenge is to reduce unsustainable over-consumption and to eliminate the waste or misuse of natural resources, country-by-country, sector-by-sector, workplace-by-workplace, while taking account of the different realities of workers' lives in each. The provision of the highest water quality possible is axiomatic to such a challenge.

We are convinced that the place to begin for engaging in such action is at the workplace level though joint trade union-employer target setting, monitoring, evaluating and reporting processes that bring about real change, especially for eliminating pollution and wastes. We call on Governments and inter-governmental bodies to place high on their agenda coherent programmes to institute such processes. We believe that government and public service offices, utilities and production facilities can become models for action, training and education and public awareness raising. However, private industry must be called upon to do the same.

Trade unions at the Assembly commit themselves to working with governments, intergovernmental bodies and all actors in Civil Society in this historic mission on our *Worker's Initiative for a Lasting Legacy (WILL)*.

Action Points: Access To Resources & Services

1. Support for universal, egalitarian and environmentally sound access to basic but quality resources.

2. Call for solutions to access issues that combine measures for price equity, decent employment and fair distribution & availability of resources with government democratic process, oversight and control.

3. Call for increase in democratic decision-making, information-sharing and evaluation processes, relating to the control and sale of resources. Insist that private company stakeholders follow the same governance rules and accountability measures as that respected by public authorities.

4. Promote the ILO Global Employment Agenda (GEA) as key to the international and national policies to address the lack of access to and availability of water and other resources.

5. Reinforce Government's role through inte-

grated management and ownership of water and other resources, as well as for essential public services. Support local authorities as partners of Agenda 21 and as key players to facilitate multistakeholder decision-making at the local level.

6. Seek Public sector management, monitoring and evaluation to ensure reliability, affordability, adequacy and overall sustainability.

7. Address issues of human resource capacity in the public sector through research, planning and training, especially in view of lost human capital as a result of HIV/AIDS.

8. Support Public Utilities with ODA, IFI loans or grants and bilateral aid, along with other public finance mechanisms. For water combine, appropriate user charges with cross-subsidies, taxation and international subsidy mechanisms. Upgrade public utilities to improve access to water, energy and sanitation by poor people and vulnerable groups.

9. Address access and poverty issues through tariff reform and policies for public utilities (espe-

cially water) that target subsidies and minimises full cost recovery practices.

10. Support labour-management cooperation programmes as a basic tool to improve operations of public utilities. Call on the ILO to focus resources and expertise urgently in the water sector, which is fundamental to meeting any of the MDGs, and to enable the GEA.

11. Call for the establishment of programmes to promote the wise use of water, energy and other resources, country-by-country, sector-by-sector, workplace-by-workplace, and call on trade unions to engage with employers to institute such programmes within the industrial relations context.

12. Call for more research and oversight for the commercialization of water, sanitation and waste management. Encourage public-public partnerships involving local authorities to address limitations in public-private partnerships & market-based approaches. Strengthen the trade union capacity for independent research and analysis.

13. Provide public utility financing through user fees, taxation, cross-subsidies, and domestic bonds. A lack of domestic capital should not be a pretext for privatisation, nor a barrier for access to services.

14. Call for information-sharing and evaluation processes, relating to the control and sale of resources and the management of public utilities. Support utility managers in improving public services. Insist that private company stakeholders follow the same governance rules and accountability measures as that respected by public authorities, especially with respect to water. Call on International financial institutions (IFI's) to promote these principles and do not undermine the participation of workers, anywhere.

Country-by-Country Profiles

Access to Resources, e.g. Water

For Country Profile Background & References:

<http://www.tradeunionsdunit.org/profiles>

1. Country profile: Country adherence to Instruments & Measures:

Binding measures & Instruments

- UN Social and Economic Rights Convention,
- ILO Convention 100 Equal Remuneration,
- ILO Convention 121 Employment Injury,
- ILO Convention 111 Employment Discrimination,
- ILO Convention 122 Employment Policy,

2. Country profiles: indicators for country and government progress:

- UN Human Development Index,
- % People with Access to Water,
- % People with Access to Sanitation,
- Labour market security Index,
- % People living with less US\$1 – poverty rate,
- Country poverty reduction strategy,
- Employment & unemployment Rates,
- Women & income rates,
- AIDS impact on labour force,
- AIDS impact on economic growth,
- See also indicators in Theme One: Energy Section.

3. Available Resources

- 2006 SD and Energy Profiles: English: <http://www.tradeunionsdunit.org/profiles>,
- 2004 ICFTU Congress Resolution on Employment and Sustainable Development: <http://congress.icftu.org/displaydocument.asp?Index=991220324&Language=EN>.
- 2003 UNEP Global Environmental Outlook (GEO3) and subsequent annual / regional GEO Yearbooks / Reviews: <http://www.unep.org/dewa/index.asp> .
- 2006 7th Global Civil Society Statement to the 9th Governing Council/ Global Ministerial Environment Forum, Dubai, February, 2006: http://www.global-unions.org/pdf/ohsewpO_6c.EN.pdf
- 2004 ILO HIV/AIDS and work: Global estimates, impact and response: <http://www.ilo.org/public/english/protection/trav/aids/publ/globalest.htm>.

Theme Four: Corporate Social Responsibility & Accountability

In recent decades, the role of private companies, especially multinational enterprises, has been in the spotlight, as they are being increasingly called to account for their actions on a broad range of issues, including environmental and broader sustainable development concerns, occupational and public health and participation by workers and their communities. Delegates to the first World Assembly on Trade Unions and the Environment held 15-17 January 2006 in Nairobi, Kenya discussed these topics and were able to propose basic guides for a trade union approach to this contentious area.

Trade union responses to corporate social responsibility (CSR) have been marked by controversy and scepticism. Often CSR practices exclude workers and trade unions and tend to reinforce dominant patterns of globalization or neo-liberal models of management. Credible CSR activities should incorporate the following principles:

- *the principle of 'compliance plus voluntarism'* – voluntary approaches must supplement, not replace, mandatory rules and standards; i.e., through effective legislation and enforcement.
- *integration* – all three pillars of sustainability must be observed, with a focus on patterns of production and consumption (e.g., flooding of developing countries with substandard consumer goods). As well, integration applies horizontally and vertically, requiring that organisations, line function departments and instruments complement each other.
- *consistency, transparency, accountability* – responsible multinationals cannot apply different standards in developed and developing countries. They must account for social and environmental effects throughout the life-cycle of products, and bridge environmental policies with labour rights.
- *multi-stakeholder engagement* – Environmental and Social Responsibility (ESR) cannot be enacted as a unilateral act by a company. It must include workers and trade unions, and also extend to participation and dialogue with NGO's, consumer associations, and other groups in civil society.
- *democratic governance* – ESR is about openness and shared control, engaging workers and community in planning, documentation, and strategy execution on an ongoing basis.

As opposed to voluntarist approaches, a trade union view of the social responsibilities of business is based on a foundation of regulatory frameworks and other mandatory, state-led provisions for the social, labour and environmental protection that are guided by such international standards as UNEP Instruments (i.e. Multilateral Environmental Agreements) and worker rights by the ILO's *Declaration on Fundamental Principles and Rights at Work*, which embodies key ILO Conventions that outline standards by which governments are expected to guide the activities of employers with respect to the work environment. In addition, the ILO *Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy*, clarify principles that countries should promote in their oversight of multinational companies. As well, the OECD *Guidelines for Multinational Enterprises* remains the only instrument to date with accountability and reporting procedures for multinational companies.

Together, these authoritative international instruments constitute a framework for employer accountability. In addition, however, the social responsibilities of business are also determined by a vast body of industrial relations activity through which trade unions and employers have negotiated some 2.3 million collective agreements, most of which contain accountability provisions that include a wide-array of tools for monitoring, reporting and joint approaches to change. Of growing importance, too, is the development of international social dialogue on an enterprise level. In addition to EU Works Councils, there are a growing number of international framework agreements which are formal agreements between a multinational company and a Global Union Federation.

In the current context of globalization, however, many questions are being raised about the limits and effectiveness of these collective 'accountability' mechanisms, as well as about their so-called 'costs' to society, especially where they are entrenched in government regulation and contain inspection and reporting provisions. Very often, the benefit of having such mechanisms is not factored into views, and the logic of this criticism has spawned a whole new industry of consultants and organisations offering CSR or ESR services, multi-stakeholder initiatives and partnerships. As well, Governments, intergovernmental organisations and regional bodies such as the European Union have created work plans, CSR departments and units, and thousands of businesses have adopted codes of conduct, ethical principles and guidelines. It has also become the subject of numerous books, articles, websites and even entire journals.

An emerging aspect concerns the business response to such problems as HIV/AIDS and public health, which are now defined not only in terms of costs and productivity losses, but also in terms of all-inclusive CSR programmes. Expectations in these areas are inscribed in numerous Codes of Conduct, including those addressing the labour practices of suppliers and contractors. of which the is a prime example, as well as other instruments supplied by such organizations as the Ethical Trading Initiative (ETI) and the Social Accountability International (SAI). The Global Reporting Initiative (GRI) is an international multi-stakeholder

initiative to develop and organize 'indicators' and guidelines for sustainability reporting. Another important CSR initiative is the UN Global Compact which encourages business to "embrace and support" as core values the principles behind ten important UN and ILO instruments.

Meanwhile, trade unionists, NGO's and other groups have good reason to be concerned about the effect that the CSR activities may have on their work for sustainability, environmental protection and social progress. Some unions have welcomed some of these activities, especially those that focus on the Social Dimension and the workplace, and instruments that call for worker involvement in joint action with employers and community. Others contend that CSR is primarily "PR", directed at the 'bottom line', and producing few substantive results. Of importance, is that transparent public guarantees be instituted to establish the trustworthiness of CSR promises and their implementation and reporting, including for private investment.

In December 2004, the 18th World Congress of the International Confederation of Free Trade Unions (ICFTU) addressed the social responsibilities of business particularly with respect to multinational corporations, the key drivers in globalization. Their actions and political pressure they exert on policy-makers have clear implications for decent employment, technology, knowledge spread and the ability of governments to protect workers and citizen rights. Recent scandals have confirmed that national legal and institutional frameworks to regulate business activity are increasingly inadequate, and that new strategies are needed to ensure that multinationals meet the individual and collective needs of society.

In its analysis of CSR, the ICFTU identified certain areas that pose a definite challenge to trade union strategies for sustainable development. Firstly, it tends to be based on voluntary models, which in the current context of liberalisation, deregulation and privatisation, provide yet another way for business to take over tasks that rightly belong to government and the public domain. Secondly, it is usually connected to unilateral management approaches, which overshadow the basic trade union premise that industry has two sides which provide the proper basis for social partnership and social dialogue. Thirdly, it further dilutes the role and status of workers and trade unions in the enterprise, by referring to them as only one player in a whole range of 'enterprise stakeholders'. Finally, CSR has led to a myriad of guidelines, procedures, and projects, some of which are positive, but others of which are incomplete, poorly realized, and even counterproductive, providing little consistency in purpose, reporting mechanism, or evaluation.

The latest development affecting trade union approaches to CSR is an ICFTU Executive Board recommendation of December 2005 concerning an initiative of the International Standards Organisation (ISO) to create a new Standard for Social Responsibility. Trade union participation, the Board said, could result in a Standard that significantly increases recognition, support and understanding of international labour standards, with a clear role for social dialogue, collective bargaining and good industrial relations - but only if we observe a clear set of objectives, or a 'bottom line'.

The ICFTU has worked to ensure that the "labour" experts in the ISO Working Group on Social Responsibility are filled by the 'most representative workers' organisations' and not self appointed consultants. Secondly, as social standards can only be properly set by representative structures, any ISO standard must stay away from initiatives or measures that reduce or replace the role of government or such intergovernmental organisations as the ILO. It must clearly discourage private standard setting and voluntary initiatives and promote support for such authoritative international instruments as ILO Conventions and Recommendations. On a positive note, the ISO initiative includes a Memorandum of Understanding (MOU) that recognises the ILO as the competent body for international labour standards, and ensures that any standards it sets are consistent with ILO instruments, backing and participation.

In meeting the challenge of CSR, trade unions must stand firm on the primacy of national and industrial relations' regimes to set clear standards and accountability procedures which are reflected in law and practice. We also recognize the need to update and improve these to enhance democratic processes and improve environmental and social protection. Most importantly, trade unions call on all on all parties to 'practice what they preach'. In this regard:

We call on companies, whether large, small or medium-sized, to commit to implementation, accountability and reporting processes that are reliable, consistent and transparent.

We also call on governments to ratify international instruments and to follow through with appropriate laws and enforcement practices, to directly promote social dialogue and industrial relations and to require that social and environmental clauses be part of all public works and tendering processes. Governments that sign onto the OECD Guidelines for Multinational Enterprises must provide for strengthened 'national contact points' and national networks for dialogue and implementation, as well as social observatories to monitor company behaviour.

Finally, we call on trade unions to take every opportunity to promote a principled approach to CSR; otherwise they fail in their responsibility to their members, societies and the environment. They must not permit CSR activities to redefine the social responsibilities of business or to substitute for the proper role of government. Trade unions are called on to play a more active role to ensure socially-responsible investment (e.g., pension funds, where they have the power to do so).

We understand the potential for ESR to expand their applicability in environmental and social protection as part of our *Worker's Initiative for a Lasting Legacy (WILL)*.

Action Points: Corporate Responsibility & Accountability

1. Make sure that CSR activities are consistent with the principles of corporate environmental and social responsibility (CESR), as contained in the Declaration and Johannesburg Plan of Implementation (JPOI) by the 2002 World Summit on Sustainable Development.

2. Establish an effective legal framework for social responsibility. Call on governments to provide the legislation and enforcement necessary to ensure that standards are observed by all enterprises. Increase the capacity of the state to protect worker, citizens and the natural environment, with the line between enforceable and non-enforceable laws and instruments clearly drawn.

3. Enhance education and training. Call on trade unions and central labour organizations to provide education and training concerning business responsibility and accountability in conjunction with UNEP, the ILO, WHO, UNESCO, UNIDO and other agencies. Produce educational materials and other resources that promote a better understanding of actions throughout the supply chains.

4. Create a framework that differentiates bipartite and tripartite approaches from multistakeholder engagement and promote good industrial relations, joint industry committees, and agreements involving trade unions, employers and government.

5. Develop industrial relations programmes of action for sustainable development that are based on recognition of the close interrelation between enterprise operations and societal conditions.

6. Place the protection of workers and the promotion of occupational and public health as central features of ESR activities.

7. Call on national government to provide oversight and frameworks to regulate and guide the activities of multinational enterprises and create an

enabling environment for meeting environmental, social and sustainable development goals.

8. Strengthen national participation in the OECD Guidelines for Multinational Enterprises and implementation of the ten principles of the UN Global Compact related to labour standards, human rights, environmental protection and anti-corruption.

9. Document and publish collective agreements and other industrial relations provisions that enhance sustainable development, including environmental and social protection, and workplace responses to HIV/AIDS.

10. Promote the development and use of International Framework Agreements negotiated between multinational companies and Global Union Federations as vehicles for environmental protection and sustainable development policies.

11. Cooperate with the ILO, WHO, UNEP and other bodies to document and evaluate the use of relevant CSR measures by enterprises in order to: (i) identify processes that promote international labour standards, social dialogue, collective bargaining and good industrial relations, on the one hand, (ii) highlight CSR instruments that fail to deliver measurable action, serve to undermine or side-line appropriate government regulation or responsibility or fail to support trade unions as equal partners, on the other and to (iii) protect and promote human health.

12. Highlight the role of workers' capital in the form of pension funds and other collective investment vehicles within trade union policy for creating, supporting and enforcing legitimate efforts by employing organizations to incorporate CSR into their policies and practice.

13. Support the development of workplace management systems and CSR initiatives, that are compatible and supportive of occupational health and safety systems and processes as well as environmental care based on workplace practice

Country-by-Country Profiles

Corporate social responsibility & Accountability
For Country Profile Background & References:
<http://www.tradeunionsdunit.org/profiles>

1. Country profile: Country adherence to Instruments & Measures:

Relevant international standards and Instruments

- ILO Declaration on Fundamental Principles and Rights at Work,

- ILO Convention 29 Forced Labour,
- ILO Convention 87 Freedom of Association,
- ILO Convention 98 Right to Organise,
- ILO Convention 138 Minimum Age,
- ILO Convention 182 Worst Forms of Child Labour,
- ILO Convention 122 Employment Policy,
- ILO Declaration on Fundamental Principles and Rights at Work,

- OECD Corporate Governance Principles.

Authoritative international instruments addressing the social responsibilities of business

- ILO Tripartite Declaration of Principles concerning MNEs and Social Policy,
- OECD Guidelines for Multinational Enterprises.

Voluntary non binding initiatives

- UN Global Compact,
- Global Reporting Initiative (GRI).

2. Country profiles: factors to country and government progress:

- ILO Labour Market Security,

- National Rates of Unionisation.

3. Available Resources

- Trade Union Rights Profiles: English, Spanish, French: <http://www.tradeunionsdunit.org/profiles>,

- Trade Union Company Profiles: English. <http://www.tradeunionsdunit.org/profiles>,

- Environment & Other Provisions within Global Union Federation Frameworks Agreements: http://www.global-unions.org/pdf/ohsewpQ_7a.EN.pdf,

- 2004 ICFTU Congress Resolution on Business and Social Responsibilities: <http://congress.icftu.org/display-document.asp?Index=991220321&Language=ENb>

- TUAC User Guide the OECD Guidelines for Multinational Enterprises <http://www.tuac.org/News/default.htm#2>.

- A Trade Union Guide to Globalization ICFTU (English, Spanish and French) <http://www.icftu.org/pubs/globalisation/>

- 2004 UNEP / EcoLogic report “The role of labour unions in the process towards sustainable consumption and production”: <http://www.unep.fr/outreach/home.htm> and <http://www.unep.fr/outreach/business/business.htm> (click on “labour”)

- 2005 UNEP Global Compact Environmental Principles Training Package (English, Chinese) for managers and union leaders: <http://www.unep.fr/outreach/home.htm>

- 2005 UNEP/AA/SRA “Stakeholder Engagement Manual” : <http://www.unep.fr/outreach/home.htm>

- UN Global Compact materials related to labour standards, human rights, environment and anti-corruption: www.unglobalcompact.org

- Global Reporting Initiative (GRI / UNEP Collaborating Centre) <http://www.globalreporting.org/>

Theme Five: Occupational, Environmental and Public Health Issues; Asbestos & HIV/AIDS

Over two million women and men die each year as a result of occupational accidents and work-related diseases, an average of more than 5,000 people every day. Across the globe, there are some 270 million occupational accidents annually and 160 million workers suffer from occupational diseases. Early in 2005 the ILO and WHO announced that these estimates considerably underrepresented the real situation. Their current health and injury statistics would point to a cost of some 4% of gross world domestic product every year in the world, while not taking account of the additional public health implications and costs.

Increasingly, the conditions imposed by the impediments of globalisation are resulting in the replacement of safe and healthy workplaces in one part of the world by more dangerous working environments in others. The aftermath of the Bhopal, India chemical factory accident 20 years ago, which so far has killed over 20,000 people is a vivid reminder that the protection of workers' health and their compensation for injuries are still only a distant reality for the vast majority of the world's population.

Action is needed to stop the social dumping that can result from the export of work processes, machinery and chemicals or chemical products for use in workplaces of recipient countries. Increased vigilance and concerted initiatives are needed to prevent the appalling number of worker fatalities, injuries and illness that result from new and existing chemicals and products, such as asbestos and persistent organic pollutants (POPs) – See Workbook Theme Two.

These trends have alarming consequences for the deterioration of our environment and for public health in general. Insufficiently controlled wastes or dangerous processes that are generated at the production level tend to spill-over into communities, often time with global implications. Moreover, the misuse and waste of natural resources are often associated with poor working environments.

One of the most effective measures shown to reduce injury and illness is the involvement of workers and their representatives in all aspects of health and safety, though a health and safety regime established and promoted by the International Labour Organisation (ILO).

This regime, along with its national frameworks and body of laws and implementation measures must be promoted and strengthened as a matter of top priority, and it must aim to protect workers. However, in the decades to come, this same regime, must be made work to with other tools and Instruments, for the purposes of protecting the environment, safeguard public health, and promote sustainable development.

The joint workplace actions of trade unions and employers to monitor and report on the activities of the workplace grow out of a framework set out in the ILO Convention 155 which provides for: i) co-operation at the workplace between workers and employers as jointly responsible for the work environment, e.g., through joint health and safety committees; ii) the right of workers to refuse unsafe and unhealthy work, iii) the right to information and training; and iv) specific government provision for health and safety, in the form of health and safety legislation and regulations; government resources devoted to health and safety; and an inspectorate.

There exists a long history of development and action related to use of joint trade union – employer workplace committee structures, along with the engagement of worker representatives to bring about change for occupational health and safety. Over the past decade this structure has become a model for also integrating environmental and public health issues or for establishing parallel structures at the workplace level to deal with these new realities. The tools for auditing, assessing, monitoring, record-keeping, evaluating and making change to promote worker safety can now be applied to questions that reach beyond, into the realms of environmental protection, public health and employer accountability, touching upon a broad range of issues, including most recently HIV/AIDS⁶.

Most notably, trade union campaigns or programmes for HIV/AIDS have focused on the need to establish or strengthen joint health and safety committees as a precept for saving the lives of workers from this pandemic, as well as promoting comprehensive workplace programmes based on three pillars: prevention, care and the protection of rights. Therefore the full gamut of Convention 155 and others also comes to play in this important aspect of trade union activity. The ILO has also developed a Code of Practice on HIV/AIDS and the world of work which, although not mandatory, is the product of tripartite consensus and has been integrated into laws and policies in over 60 countries.

ILO Convention 155, among others allows for precautionary and prevention principles to work their way through the practical day-to-day aspects of workplace activities because it fosters joint engagement of workplace actors.

The case of asbestos, illustrates what happens when the provisions of Convention 155 and other instruments are not made to universally apply in a particular situation. Over 100,000 workers die every year due

⁶Trade unions consider HIV/AIDS as a workplace occupational health issue; one that must be mainstreamed within the occupational health and safety activities of trade unions, as well as into ongoing training and work on discrimination and gender equality. Nine out of ten people worldwide living with HIV and AIDS are of working age. These are the workers who would have looked after the sick, led government departments, produced food, driven trucks, as well as providing care for the young and passing on vital skills to the next generation. Another essential factor is that many workers, particularly those in the health, social, correctional and emergency services have and can, contract the disease due to work activities. The rapidly growing trade union response is also the result of the understanding that the workplace and the workplace partners can play a significant role in reducing the spread and impact of AIDS

to asbestos, with mortality rates expected to rise, with 25–30 year latency periods. In 2005, trade unions called for a complete ban on asbestos production and use, asking countries to support an ILO call for credible research into substitutes for asbestos and to promote them. Sadly, asbestos is one of many harmful substances being increasingly exported into developing countries, much of it illegally. Their harmful effects are intensified by increasing urban density in these countries and a lack of hazardous waste facilities, in which case, they find their way onto public lands, rivers or in sewers intended only for municipal waste.

What binds all occupational health and safety issues, including for asbestos and HIV/AIDS is the need for prevention, detection, treatment and care and of the prerequisite for the access to quality occupational and public health care that links workplaces to public policy, including for access to drugs. Hence, these issues must be highlighted by all actors, including through trade union programmes and campaigns, e.g. through the 28 April International Commemoration Day (ICD) for dead and injured workers.

The world Trade Union Assembly on Labour and the Environment pledges to promote the strengthening of occupational health and safety for all workers, especially for vulnerable groups, and to call on governments, employers and international organisations to do the same. We call on UNEP and the WHO to promote international and national initiatives between the social partners to promote health and safety at work and the well-being of workers.

We commit ourselves to involve our trade union members and to engage with all actors to improve and strengthen occupational health and safety as part of our *Worker's Initiative for a Lasting Legacy (WILL)*.

Action Points: Occupational Health & Safety

1. Strive for the right to decent, safe and healthy work to be recognised as an inalienable right for all workers and the cornerstone for environmental protection and sustainable development.

2. Encourage governments, intergovernmental bodies, trade unions and all other relevant bodies to build and strengthen occupational health and safety institutions, practices and services through measures that promote sustainable workplaces and communities.

3. Stimulate the development of comprehensive workers health programmes covering basic, occupational and environmental health measures for protecting and promoting health.

4. Build and strengthen the current ILO-based regime for the management of occupational health and safety of workers, as a necessary building-block for environmental protection and sustainable development. Encourage the development of international minimum criteria for health protection at workplaces.

5. Strengthen the country ratification of ILO Conventions and Instruments relating to occupational health and safety. Work towards the harmonization of global occupational health and safety standards and prevention of the application of differential standards.

6. Prevent the import of hazardous production and materials by strengthening national legislation and enforcement of occupational health and safety in developing countries.

7. Ensure that ILO-OSH 2001 Guidelines on occupational safety and health management systems (OSH-MS) or equivalent are established at national level, and

promoted for sectors and organizations (enterprises).

8. Support the creation of strong joint workplace health and safety committees for OHS and defend the right of workers and trade unions to participate in decision-making.

9. Ensure that workplace practices protect the reproductive health of men and women, do not cause infertility and do not harm the health of future children.

10. Ensure access for workers to trade union safety representatives who have the right to inspect workplaces, see all relevant information, and stop production if there is a risk to health or safety and seek to build on such models for the purposes of protecting the environment.

11. Encourage cooperation between the ILO, UNEP and the World Health Organisation (WHO), particularly on the linkages between occupational and public health issues. Seek proper training and education for workers involved in OHS and environmental protection activity.

12. Campaign for a total world ban on the use and commercialisation of asbestos; promote ratification of relevant ILO Conventions; with ILO C162, as a first step.

13. Advocate for the elimination of subsidies for hazardous materials production and industries. Remove barriers to the international trade for equipment and technologies aimed at the protection of health and safety.

14. Identify synergies between the asbestos and mercury campaigns.

15. Work with Civil Society, employers and national governments to cease further use of asbestos; ensure proper, strengthened, safeguards to protect

workers and communities that are or will be exposed to asbestos products and implement employment transition programmes for workers displaced by the banning of asbestos, including economic. Promote the substitution of asbestos.

16. Support for regions that are particularly affected support and seek resources for just employment transition programmes wherever safety and health measures have negative impacts on working people.

17. Promote precautionary and prevention principles and measures in corporate and in government programmes, together with effective and rigorously enforced inspections systems, while opposing exemptions from health and safety legislation for small and medium-sized enterprises or for certain public sector employers.

18. Promote world-wide recognition of 28 April as the International Commemoration Day for Dead and Injured Workers, as a way of educating workers and the public about workplace hazards and to promote safe and sustainable workplaces.

19. Make prevention, detection, treatment and care of workers through quality occupational and public health care systems a OHS priority.

20. Support the right for all workers to a smoke-free workplace.

21. Support access to freely available public health services for occupational diseases and injury, as well as HIV/AIDS. Advocate strengthening the public health sector by increasing finances for health services, upgrading policies on human resource management, and campaigning for health workers to receive fair wages, decent working conditions, proper training including education to address their fears of contracting HIV, and support for those who are HIV-positive.

22. Mainstream HIV/AIDS in occupational health and safety structures and practice, train the relevant actors including labour inspectors, and support working partnerships involving trade unions with ILO, UNAIDS, WHO and World AIDS Campaign.

23. AIDS, Trade Unions, Employers & Governments: Expand the option and implementation of the ILO Code of Practice on HIV/AIDS. Strengthen and extend joint action by employers and trade unions and call on government and call on governments to ensure a strategy for the workplace in national AIDS plans and representation by the social partners in national AIDS coordinating bodies, including the country coordinating mechanisms of the Global Fund to Fight AIDS, Malaria and Tuberculosis.

24. Call on G8 to set up a permanent working Group on HIV/AIDS and support the notion that trade unions advocate for change through the world of work,

25. Ensure that workers and trade unions are full and equal participants in the workplace HIV and AIDS programmes. Education and training programmes should consider addressing this shortcoming.

26. See Also # Two, above on Chemical risks and Hazardous Substances

Country-by-Country Profiles

Occupational, environment & public health
For Country Profile Background & References:
<http://www.tradeunionsdunit.org/profiles>

1. Country profile: Country adherence to Instruments & Measures:

Binding measures & Instruments

- ILO Convention 81 Labour Inspections,
- ILO Convention 121 Employment Injury,
- ILO Convention 139 Occupational Cancer,
- ILO Convention 148 Occupational Hazards,
- ILO Convention 155 Occupational Health,
- ILO Convention 161 Occupational Health Services,
- ILO Convention 162 Safety In the Use of Asbestos,
- UNEP Prior Informed Consent Convention.

Non-binding measures, guidelines, codes or voluntary agreements

- ILO Guidelines on Occupational Safety and Health Management Systems, 2001,
- ILO/WHO Guidelines on Health Services & HIV/AIDS,
- ILO Code of Practice on HIV/AIDS and the World of Work,
- ILO Ambient factors in the workplace, 2001,
- ILO Technical and ethical guidelines for workers' health surveillance, 1998,
- ILO Safety in the use of radiofrequency dielectric heaters and sealers, 1998,
- ILO Protection of workers' personal data, 1997,
- ILO Recording and Notification of Occupational Accidents and Diseases, 1995,
- ILO Visual display units: radiation protection guidance, 1994,
- ILO The use of lasers in the workplace, 1993,
- ILO Safety, Health, and Working Conditions in the Transfer of Technology to Developing Countries, 1988,
- ILO Radiation Protection of Workers (Ionising Radiations), 1987,
- ILO Safety in the Use of Asbestos, 1984,
- ILO Occupational exposure to airborne substances harmful to health, 1980.

2. Country profiles: indicators for country and government progress:

Current indicators in the country profiles

- Workplace Fatalities,
- Labour Force Mortality rates,

- GDP Loss due to HIV/AIDS,
- Public Health Expenditure,
- HIV/AIDS Prevalence,
- HIV/AIDS Prevalence in the Labour Force,
- Access to essential drugs.

New suggested indicators

- National life expectancy,
- Occupational health services per capita (for workers),
- Number of inspections from the labour inspectorates,
- Number of ordinances issued by labour inspectorates

3. Available resources

- 2005 Country OHS Profile English, Spanish and French: <http://www.tradeunionsdunit.org/profiles>,
- 2005 Asbestos Profile English, Spanish and French: <http://www.tradeunionsdunit.org/profiles>,

- 2005 HIV/AIDS Country Profiles English, Spanish and French: <http://www.tradeunionsdunit.org/profiles>,
- 2004 ICFTU Congress resolution on Occupational Health and Safety: <http://congress.icftu.org/displaydocument.asp?Index=991220328&Language=EN>
- 1974: ILO Resolution on Economic Consequences of Preventative Action on Occupational Cancer: http://www.global-unions.org/pdf/ohsewpL_1a.EN.pdf
- 2004 ICFTU Congress Resolution – Fighting HIV/AIDS <http://congress.icftu.org/displaydocument.asp?Index=991220325&Language=EN>
- 2004 ILO HIV/AIDS and work: Global estimates, impact and response: <http://www.ilo.org/public/english/protection/trav/aids/publ/globalest.htm>
- 2001 ILO Code of practice on HIV/AIDS and the world of work: <http://mirror/public/english/protection/trav/aids/publ/code.htm>

Appendix A

The Final Resolution of the Trade Union Assembly

Trade Union Assembly on Labour and the Environment
Nairobi, 15–17 January 2006

Background

1. The Trade Union Assembly on Labour and the Environment was held in Nairobi from 15 to 17 January 2006 under the auspices of the United Nations Environment Programme (UNEP), with the support of the United Nations Global Compact and with the collaboration of the International Labour Organization (ILO), the World Health Organization (WHO), the International Confederation of Free Trade Unions (ICFTU), the World Confederation of Labour (WCL), the Trade Union Advisory Committee to the Organization for Economic Cooperation and Development (TUAC) and the International Labour Foundation for Sustainable Development (Sustainlabour).

2. It brought together over 150 representatives from developing and developed countries, along with environmental and sustainable development experts and representatives of Governments and the United Nations. The Assembly accomplished three missions:

- (a) It confirmed that the three relevant United Nations bodies were committed to supporting trade union engagement on sustainable development;
- (b) It confirmed that unions were engaged in practical steps through their activities to advance sustainable development and that they were committed to extending that work as a priority;
- (c) It mapped out steps for joint follow up action for UNEP, ILO and WHO working together.

3. The Assembly thanked UNEP and its staff for making the Assembly possible.

Resolution

1. The Assembly agreed on the following objectives:

(a) To strengthen the link between poverty reduction, environmental protection and decent work. Decent and secure jobs are essential for people to have a sustainable livelihood. Creating decent and secure jobs is only possible, however, if environmental sustainability is attained: hence the need to embrace the poverty reduction and sustainable development goals contained in the Millennium Declaration and Johannesburg Plan of Implementation through the promotion of decent employment and environmental responsibility. This must also include the mainstreaming of gender issues;

(b) To integrate the environmental and social dimensions of sustainable development with a rights based approach. Fundamental rights of workers such as freedom of association and collective bargaining must be respected if workers and their unions are to be able to engage in strategies for sustainable development. Moreover, human rights must include the universal, equitable, egalitarian and environmentally sound access to basic resources such as water and energy;

(c) To establish effective and democratic governance to ensure sustainable development and, to that end, to reinforce the role of national public authorities, to establish the rules necessary to govern global markets and firms and to ensure both the compliance of business with law and regulations and also their wider accountability and responsibility, with a view to achieving the goals of sustainable development;

(d) To take urgent action on climate change in support of the United Nations Framework Convention on Climate Change and its Kyoto Protocol; to develop new and additional agreements for both developed and developing countries, taking account of common but differentiated responsibilities; to anticipate and minimize the negative effects and maximize the positive effects on employment of mitigation; and to ensure the participation of trade unions in decision making on climate change strategies;

(e) To implement the Johannesburg goals on chemicals to make industry prove that chemicals used are safe for workers, consumers, communities and the environment; in the context of the Stockholm Convention on Persistent Organic Pollutants, to ensure the substitution of the most dangerous substances; and to ensure concerted global action through the adoption of the Strategic Approach to Chemicals Management and its follow up, and, in addition to promote the finalization and implementation of the European Union regulatory framework for the registration, evaluation and authorization of chemicals, to be known as the REACH system;

(f) To promote sustainable production and consumption patterns through the reinforcement of cleaner production centres and the dissemination and transfer of technology;

(g) To introduce policies for just employment transition as a central feature of environmental protection and to ensure that workers negatively affected by changes are provided with safe and decent employment alternatives;

(h) To enhance the dialogue between labour and management, consultation and negotiation in the workplace on sustainable development, and social dialogue at the sectoral, national and international levels in both public and private sectors, to use appropriate tools to increase social and environmental responsibility and accountability of enterprises through both trade union and multi-stakeholder participation in genuine initiatives and to ensure that corporate social responsibility involves both compliance with law and voluntary initiatives;

(i) To enhance cooperation and coherence between international rules and conventions on environment and sustainable development. This is to be achieved through strengthened cooperation between the United Nations Environment Programme, the International Labour Organization, the World Health Organization and related environment, social, labour and health ministries;

(j) To link occupational health to environmental and public health policy and practice; while raising standards of occupational health and safety as an objective in its own right, to reinforce the International Labour Organization conventions and programmes to develop and promote it; to take account of the need for differentiated approaches between developed and developing countries; to use this as a central element of campaigns to fight HIV/AIDS; to prevent worker death, injury and illness from the effects of chemicals or dangerous substances, such as asbestos; and to ensure the right to reproductive health for women and men;

2. To achieve these objectives, the trade union representatives at the Assembly commit themselves to strengthening trade union action on sustainable development and to working:

(a) For the reform of government policies and practice, in particular by facilitating the transition to sustainable production and consumption in workplaces and the introduction of workers' environmental rights and participation;

(b) For the ratification and implementation of key conventions and instruments covering both the environment and the relevant International Labour Organization conventions, while promoting employment and social policies to make decent employment a key part of environmental protection, sustainable development and poverty eradication;

(c) For the development of capacity building and training programmes to advance integration of the social economic and environmental pillars of sustainable development, including integrated implementation of the principles of the United Nations Global Compact, recognizing the particular importance of the protection of women;

(d) For the assessment, planning, implementation and monitoring of initiatives for environmentally safe and sustainable production and consumption, and also for the transfer of clean technology and development of technology assessment at the sectoral level;

(e) For the more effective application of tools to promote the social and environmental responsibilities of business, including agreed public instruments such as the OECD Guidelines on Multinational Enterprises, the ILO Tripartite Declaration of Principles Concerning Multinational Enterprises and Social Policy, as well as, where appropriate, private initiatives such as sustainability reporting through the Global Reporting Initiative, and, where such systems exist, the use of workers' capital in pension funds;

(f) For the application at the global level of proposals contained in the European Union REACH programme on chemicals to regulate, within the context of the precautionary principle, the responsibility and liability of producers to trace and detect dangerous chemical substances;

(g) For the negotiation of global framework agreements with companies that incorporate environmental and sustainable development commitments and, where relevant, for the strengthening of the information rights of works councils;

(h) For the monitoring of Governments' investment and procurement practices and regulation, privatization and land-use policies, so as both to integrate social and environmental objectives and to ensure human rights and equity with respect to access to resources such as water and energy;

(i) For endeavours, mounted together with civil society allies, to encourage workplace and community action and awareness raising among the members of trade unions, for example, through dialogue with community stakeholders and with the involvement of Agenda 21 major groups in decision-making;

(j) For effective prevention and responses to natural and industrial disasters with appropriate environmental legal responsibility;

(k) For a complete global ban on asbestos use, for its safe handling and disposal in accordance with the decisions of the Parties to the Basel Convention on the Control of Transboundary Movements of Hazardous Wastes and Their Disposal and for its inclusion in the Rotterdam Convention on the Prior Informed Consent Procedure for Certain Hazardous Chemicals and Pesticides in International Trade, and also for the promotion of integrated and workplace based approaches to fighting HIV/AIDS.

3. The trade union representatives at the Assembly further commit themselves to working for increased trade union awareness at all levels on these issues in their own organizations worldwide, with a view to the adoption of policy and implementation plans for local, national and international action on the outcomes of this Assembly and to integrate this work at the sectoral level. They recommend that this global assembly is followed up regionally in Latin America, Africa and Asia.

4. The trade union representatives welcome the common platform between the United Nations Environment Programme, the International Labour Organization and the World Health Organization. The three organizations will explore the following opportunities for further action, as a follow-up to the Trade Union Assembly on Labour and the Environment:

(a) To undertake capacity building and training, and the development of joint training materials for trade union leaders and workers in the following areas:

(I) Climate change mitigation and adaptation: adaptation measures and their impacts on employment and workers' health;

(II) Sustainable consumption and production, including environmental management systems and occupational health and safety;

(III) Corporate environmental and social responsibility, as called for at the World Summit on Sustainable Development;

(IV) Environmental content of global social dialogue, including framework agreements;

(V) Awareness and preparedness for emergencies at the local level including disaster management;

(VI) Multilateral environmental agreements and law: improved awareness and understanding of their applicability to the workplace;

(VII) Sound management of chemicals, including through evolving and newly adopted treaties or agreements, of industrial chemicals and of pesticides and enhancing the role of trade unions and workers in the implementation of the strategic approach for international chemicals management, the European Union REACH system and other programmes; and revitalizing the UNEP ILO WHO memorandum of understanding on the safe use of chemicals;

(b) To facilitate the engagement of the labour movement with public authorities, for example, in public services delivery;

(c) To replicate the successful case studies presented at the Assembly and, to that end, to create and maintain a website to collect the case studies and to consider their possible publication;

(d) To promote the engagement of trade unions with other major groups, including multi stakeholder dialogue to address the sustainable development agenda;

(e) To undertake a study on the incorporation of just employment into environmental policy design;

(f) To promote environmentally and socially responsible job growth;

- (g) Jointly to review implementation of agreements on a regular basis;
- (h) To provide a model for joint, integrated planning among the different sectors, such as the Health and Environment Linkages Initiative of the World Health Organization and the United Nations Environment Programme;
- (i) To invite the World Health Organization to present a global action plan on occupational health to the World Health Assembly in 2007, with contributions from the International Labour Organization and the United Nations Environment Programme;
- (j) To provide an analysis of the health aspects of the transition to sustainable production, including the health consequences of changes in the employment situation.

Appendix B:

Assembly Working Groups

The Working Groups are the Assembly's reference groups on specific themes for the Assembly. The mentioned 'Drafters' have developed original text for the introduction to each theme area and the remaining members have contributed to the evolution of the various versions. The workbook editor and coordinator is Lucien Royer (ICFTU/TUAC) – royer@tuac.org.

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Theme Three: Public access to resources & services (e.g. water)

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Theme Five: Occupational, environmental and public health, including asbestos & HIV/AIDS

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