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Trade Union Advisory Committee to the OECD (TUAC)³**

Securing Consensus Through Social & Employment Transition for Climate Change

**Trade Union Statement to COP10⁴ Buenos Aires, Argentina (6-17 December, 2004)
(United Nations Framework Convention on Climate Change - UNFCCC)
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Full attention to social and employment impacts is indispensable to building consensus for climate change measures

1. Public support for action on climate change continues to be weak. Fear of potential loss of livelihood, lowering of living standards, and perceived threats to vital support systems and other elements of the social fabric continue to inhibit the formation of a broad consensus over climate change⁵. The social impacts of climate change and mitigation measures continue to be misunderstood⁶, even though the 2001 Marrakech Accords paved the way for social impacts of mitigation measures in developing countries to be measured, assessed, reported and eventually integrated into the Kyoto Protocol. Yet, few UNFCCC programmes are designed to integrate social transition into international strategies for change.

The World Summit on Sustainable Development (WSSD) and COP8 asked countries to integrate social and climate issues to

2. In September 2002, delegates to the WSSD called for concerted, concrete measures to enable developing countries to achieve their sustainable development goals in the context of internationally-agreed poverty-related targets and goals, including those contained in Agenda 21, relevant outcomes of other United Nations conferences and the United Nations Millennium Declaration. In addition, the Summit called for measure to improve access to reliable, affordable, economically viable, socially acceptable and environmentally sound energy services and resources. The integration of the

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⁴ **COP10** is the 10th meeting of the Conference of the Parties (COP) to the United Nations Framework Convention on Climate Change (UNFCCC).

⁵ **Fears of potential losses** The OECD study for COP5 concluded, "...most Global economic models tend to underestimate the economic costs of carbon limitations, especially over the short and medium term, because they assume labour and capital to be reallocated smoothly in response to higher carbon prices. Carbon abatements... are likely to hurt some sectors very strongly, causing existing capacities to become unprofitable and labour forces to shrink. Abatement costs, by raising the cost of living, may also generate unemployment depending on the degree of rigidity of real wages over the medium term. These costs have been little analysed in the literature so far". See *Action Against Climate Change: the Kyoto Protocol and Beyond*, OECD 1999.

⁶ **Social issues:** UNFCCC Part 4.1.f & h. calls for governments to take account and assess the greenhouse gas effects of social, economic, and environmental policies. The Kyoto Protocol Articles 2.3 & 3.14 call on governments to minimize social impacts, especially on developing countries.

fight poverty***Employment transition must become a central feature of climate change measures within the framework of broad strategies for social implementation and poverty eradication.***

three components of sustainable development - economic development, social development and environmental protection, are to be integrated as interdependent and mutually reinforcing pillars. Therefore, poverty eradication, changing unsustainable patterns of production and consumption, and responsible management of the natural resource base for economic and social development must become overarching objectives of the UNFCCC and the Kyoto Protocol.

3. The WSSD also called on Governments to take steps to ensure that industrial development contributes to poverty eradication and sustainable natural resource management, including assistance for income-generating employment opportunities, taking into account the International Labour Organization's (ILO) Declaration on Fundamental Principles and Rights at Work. This is especially important given a current focus by the ILO to implement the Global Employment Agenda adopted in 2003.

4. The success of implementation strategies for climate change depends in large measure on the engagement of workers, their trade unions, and employers to achieve targets at workplaces, and to promote support for measures within communities. Where workers do not feel confident that jobs or livelihoods are secured, their support for implementation measures will not only remain limited; they may actively resist any measures. There is every likelihood that workers will continue to see themselves and their families as the first victims of climate change events, in accordance with past experiences with floods, hurricanes, droughts and other disasters, and an even graver danger that they will also see themselves as victims of measures to mitigate or adapt to climate change. Unfortunately, this reality strengthens the belief that climate change impacts could become national security issues and contribute to social conflict, including violent conflict.⁷

5. Current figures suggest slightly positive net growth in world employment in the longer term, when job losses due to climate events are measured against jobs that will be created by disaster relief and mitigation measures. We are also aware that many jobs will likely be created, within any scenario for change, e.g. as many as 800,000 in Europe and 155,000 in Germany alone by the year 2005, particularly within the renewable energy sector. See also paragraph 16.

6. However, sector-by-sector and regional analyses indicate turbulent times in the short term, as large numbers of workers will lose jobs and livelihoods, with little access to new jobs that will be created. This presents a challenge which COP must address if it wishes to gain public support for national efforts to address climate change. Green job creation, combined with re-employment programmes, training and education, and bridging compensation – i.e., employment transition programmes - can address this problem and allay worker concerns.

7. Generally, the only sure way to address concerns is by fully integrating employment issues into all aspects of climate change adaptation, mitigation and prevention. A Global Employment Agenda is needed and the International Labour Organisation has proposed a strategy for it, within a sustainable development context. The UNFCCC is advised to consider the ILO's recent report "Working Out of Poverty" as tool for climate change implementation.⁸

⁷ *Security and Climate Change*, Barnett, Jon, Pergamon - Global Environmental Change, 2002
www.elsevier.com/locate/gloenvcha.

⁸ *Working Out of Poverty*, International Labour Conference 91st Session, 2003, Geneva.

German Alliance for 'Work and Environment' Contributes to National Energy Planning

A GOOD EXAMPLE OF WISE INVESTMENT: DGB with the German unions are collaborating with government, environmental NGO's and employers' federations in a programme to renovate buildings, contributing to climate protection measures, whilst creating sustainable jobs. The *Alliance for Work and Environment* aims to renovate 300,000 apartments, create 200,000 jobs, reduce 2 million t/a CO2 emissions and lower heating bills for tenants, landlords, and the State by about US\$4 billion, through reduction of unemployment costs and increased income taxes etc. These effects could also be derived from a study of a joint project, *The renovation of a building – A chance for climate protection and the labour market* conducted by Greenpeace Germany and the German Trade Union IG BAU. The immediate objective is to improve insulation of buildings, advanced heating technologies, and use of renewable energy, such as photovoltaic or solar thermal systems. Thousands of new jobs are anticipated in the construction, heating, sanitary and air-conditioning sectors, as well as in building services. Financing for the programme is provided by the German government, which will spend less than US\$1,8 billion in the next 5 years. As well, a total of US\$8 billion will be available through credits at favorable rates of interest.

The aim of trade unions is to secure acceptable social policies on climate change

8. Before effective employment policies can be put into place, more research is needed to determine the employment transition programmes that are appropriate within industrial sectors and regions. Trade unions call for measures to:

- ADDRESS EMPLOYMENT IMPACTS. Understanding employment implications remains crucial to successful change, but future analyses must reach beyond simple net employment comparisons⁹. Any negative impacts on employment and other social factors must be understood in advance, and social costs minimised and equitably managed within an overall programme in which environmentally-damaging production is prevented or minimised, and positive change is promoted and reinforced. However, new approaches are needed to better understand challenges to improve collective responses.
- DEVELOP ELEMENTS OF 'JUST TRANSITION' PROGRAMMES¹⁰, including employment promotion, to ensure that no sector or country unduly benefits or suffers from (i) climate change, (ii) mitigation measures, or (iii) adaptation measures. Studies show that transition programmes can be effectively integrated

⁹ **Comprehensive research** must compare wage changes, as well as the quality, types and gender balance of jobs lost and gained in climate change scenarios, as well as other social implications. The OECD's "Green Model" has indicated a possible outcome as low as 0.2% labour relocation (of total labour force in 2010) due to emission reductions, but does not consider these factors. Moreover, theoretical models tend to obscure life and death realities for humans by dissolving them into calculated averages or "marginal cost and benefit" assessments. They also exclude likely extreme variations of climatic events and make unrealistic assumptions about so-called "labour market and wage rigidities".

¹⁰ **Just Transition To a Sustainable Economy in Energy**, Communications, Energy and Paperworkers Union of Canada, September, 2000, Montreal.

¹¹ **Clean Energy And Jobs**, Barrett, James and Hoerner, Andrew, (Draft Briefing Paper), Economic Policy Institute & the Center For A Sustainable Economy - presented to a special OECD workshop on employment and climate change, 12 October, 2001, Paris, France

¹² **Social Dimensions** refer to alleviation of poverty, security of livelihood, access to food, energy, shelter, water, health & welfare, social security, sanitation, education, transport, and incorporates protection of basic human and economic freedoms as enshrined in international Conventions and Protocols. Climate change and mitigation efforts will likely have tremendous social consequences that are not currently factored into estimates for predicting the costs and benefits of proposals. An attempt should be made to predict the nature and scope of the need for social transition programmes and to assess the financial and economic measures required to support them (e.g. for compensation, training and education, industry, and government planning).

Public investment procurement and oversight are a key to the success of social integration

- into economic policy¹¹
- DEVELOP PUBLIC INVESTMENT STRATEGIES that support Just Transition and identify financial and economic measures to support its implementation, including for income protection, redundancy procedures, re-employment, education and re-training within a programme of sustainable job creation and promotion.
 - DEVELOP SOCIAL INDICATORS & CONDUCT SUSTAINABILITY IMPACT ANALYSES & ASSESSMENTS. A commitment to eradicate poverty and promote equality makes it imperative to measure and address the social dimensions¹² of mitigation measures; e.g., specific reduction targets, as well as the Clean Development Mechanisms (CDM's), Joint Implementation (JI), Emissions Trading (ET) and other flexibility measures. This requires, *inter alia*, the development of social indicators and other tools that reflect broad societal values and norms.

Strong public sector involvement is needed to link equity of access with emission reduction in the delivery of energy as a vital human need

9. As the threat of climate change is so closely tied to energy-access linkages its unfolding raises concerns about many poverty issues. Liberalization of electricity and gas markets not only has negative impact on access but has reduced the incentives to achieve energy efficiency, favoured sources of energy that are most profitable in the short-term and worked against penetration of renewable energies, and reduced pressures to internalize environment cost of current energy patterns.

10. COP10 should initiate a thorough evaluation of the effect of liberalisation on greenhouse gas emissions, especially as it has contributed to job loss and insecurity, insecurity of supply and has tended to discourage long-term investment in renewable energies and energy-efficient technologies that are vital for achieving Kyoto targets and conserving existing supplies. The generation and distribution of energy must be considered as a vital public service meeting planned, regulated objectives relating to Kyoto commitments, at the same time as it guarantees fair, equitable access to energy, promotion of renewable energies, and an overall reduction in consumption.

The UNESCO Decade of Education on Sustainable Development is an opportunity for aggressive education programmes to increase technical capacity and raise public awareness of climate change

11. COP10 is occurring just as the United Nations Education, Scientific and Cultural Organisation (UNESCO) inaugurates its Decade of Education for Sustainable Development (2005-2015) This is a challenge to the world community to renew efforts for capacity-building. SBI Reports reveal that most of capacity-building on climate change has focused on national communication requirements, participation in Joint Implementation and other 'flexibility mechanisms, and the training of experts in GHG inventory, vulnerability and adaptation assessments, and development of national climate change action plans.

12. There is widespread consensus that the success of climate change projects will depend on widespread participation of the public, including trade unions, through capacity-building exercises in awareness-raising and commitment to national programmes. National implementation plans must include a trained workforce as a vital part of the National capacity, with a priority on countries that are currently encountering difficulty meeting basic commitments under the UNFCCC – to the point of losing out on important benefits available under 'flexible' mechanisms under Kyoto. A trained workforce and trade union activists can contribute to: (i) development and assessment of climate change policies and measures; (ii) education, training and public awareness-raising with NGO's through seminars, publications and demonstration projects; and (iii) impact assessment and adaptation capacity-building through workplace and other joint as-

assessment projects to ensure that social and workplace issues form part of national communication and climate action plans. See also paragraphs 27 and 31.

Cooperation on employment research is called for between ILO, EU, OECD & others

13. The WSSD has issued a call to strengthen national and regional research and development institutions for socially-acceptable sustainable development. The UNFCCC must encourage more co-operation between the ILO, OECD, European Union, and other agencies and groups to address employment issues related to climate change. The WSSD stressed the need to support the International Labour Organization and encourage its ongoing work on the social dimension of globalization, as stated in Par. 64 of the Monterrey Consensus. The recognition in the Kyoto Protocol of the impact of decisions by industrialized countries on the rest of the world, underlines the need for the OECD and EU to engage in collaborative research with the ILO.

The European Union can inspire 'Best Practice' and promote international dialogue

14. The EU will be the first regional intergovernmental body with extensive experience in practical application of climate change measures¹³ and will, therefore, be well placed to provide insight and understanding into:

- SOCIAL & MARKET CONSEQUENCES of Emissions Trading & Other measures.
- COMPETITION ADVANTAGES & DISADVANTAGES, as well as the limits of other market measures.
- THE ROLE OF THE STATE & THE INVOLVEMENT OF SOCIAL PARTNERS, INCLUDING TRADE UNIONS¹⁴.
- THE BEST MEANS OF PROMOTING TRAINING & CAPACITY BUILDING.
- EFFECTIVE APPROACHES FOR RESEARCH, CONSULTATIONS, PARTNERSHIPS, AS WELL AS THE PROVISION OF SERVICES.

The EU should be encouraged to document its experiences and those of its member States and provide Best Practice reports and recommendations to the UNFCCC.

OECD Partners have clarified employment research issues for climate change

15. The UNFCCC is asked to take note of a number of meetings since 2000 between the Business Advisory Committee to the OECD (BIAC) and the Trade Union Advisory Committee to the OECD (TUAC), along with government and research experts, to clarify priorities and terms of references for an eventual employment and climate change research programme¹⁵. Business and trade union participants agreed to jointly encourage more employment research cooperation among OECD, EU, and ILO (see paragraph 19).

16. The UNFCCC is asked to take note that as long ago as COP6 the OECD recognised the need to address problems of workers displaced by climate change measures and undertook initial research on the employment link to sustainable

¹³ In March 2000, the European Commission launched the European Climate Change Programme (ECCP) to draw up additional policies and measures and also devise an emissions trading scheme to ensure that by 2008-2012 the EU achieves the 8% reduction in emissions to which it is committed under the Kyoto Protocol. Two ECCP reports were published in June 2001 and April 2003 respectively and can be consulted at <http://europa.eu.int/comm/environment/climat/eccp.htm>.

¹⁴ The European Trade Union Confederation (ETUC) hosted a COP9 Conference, "European Trade Union Actors for an Equitable Energy Transition", which identified approaches to CO2 reduction policies for European trade unions. It also made recommendations for investment approaches that could yield maximum positive effect on employment for workers who will be affected by climate change.

¹⁵ Chesshire, John - OECD Report – Joint Meeting of Management & Trade Union Experts on Climate Change and Employment, OECD, Paris 12 October, 2002

development. This formed the basis upon which participants at the 2001 BIAC-TUAC meeting clarified research questions and priorities to be addressed by a future programme of work on employment and climate change. This potential also exists in different regions of the world. As recently as April 2004 the OECD concluded that, “When looking at the short term and sectoral level... the effects of environmental policy on employment may be substantial and concerns about the impacts of climate change measures on employment have been reasserted [at COP9]”. This useful study has produced insights into the question of transition effects.¹⁶ See also paragraph 5.

Future COP’s must evaluate progress on Article .4.1.f of the UNFCCC:

“All Parties shall take climate change considerations into account (...)in their relevant social, economic and environmental policies and actions.”

Marrakech Accords require research on sector & regional employment implications of Articles 2.3 & 3.14, Kyoto Protocol:

“Each Party (...) shall strive to implement the commitments (...) to minimize the adverse social, environmental & economic impacts on developing country parties.”

17. Trade unions recognize that the Marrakech Accords from COP7 have taken initial steps toward a better understanding of social impact. However progress is still needed to link a better understanding of employment implications for both industrialised and developing countries, especially as these relate to investment strategies and to fiscal and financial reform. The complexity of the research needed must not be underestimated, and must include the interacting effects of financial, trade and investment decisions on employment and other social factors. As well, it must be a continuously evolving process, utilising knowledge emerging from the scientific and other research communities. Finally, it must be practical, indicating alternative courses of action for national and regional governments in shaping economic and employment policies, as time progresses.

18. Governments and other intergovernmental bodies must be encouraged to improve their collective understanding of the social dimensions of climate change, and the redistributive effects of mitigation and adaptation measures and be prepared to report progress to future COP meetings of the UNFCCC, as part of a review outlined in Article 4.2.f. of the UNFCCC.

19. At the 2001 OECD meeting, (see paragraph 11) business and trade unions agreed that research must initially focus on energy-intensive industries (e.g., cement, chemicals, steel, aluminium, and paper) and transport¹⁷ sectors within specified industrialized and developing countries, including countries in transition. Such research must consider international factors, including those workers in developing countries that could be affected by measures¹⁸ in EU and OECD countries. It was also noted that developing countries are most likely to suffer the greatest employment impacts due to disruptive climate events.

20. The Marrakech Accords provide needed direction by proposing to develop expertise for technology transfer issues among affected developing countries, and establishing a reporting process, including calls for information and development of guidelines, reporting methodologies and ways to minimize adverse social, environmental and economic impacts on developing countries by Parties in Annex I. However, the full value of this work will be limited unless it is linked with employment measurement, reporting and assessment initiatives on an ongoing basis.

¹⁶ Environment and Employment Synthesis Report ENV/EPOC/WPNEP(2003)11/REV1, OECD 05-Apr- 2004, Paris.

¹⁷ For a broader discussion of transport and transition issues, see : *Tackling Transport’s Externalities by Performance-related Instruments*, **International Transport Workers’ Federation (ITF)**, OECD meeting in Paris: *High Level Special Session on Transportation* – OECD Environment Policy Committee (EPOC), 12 November, 2003

¹⁸ *Cleaner Coal Technologies and Clean Development Mechanism* - Report Produced for the European Commission – Direction-General for Transport and Energy) Dixon, T. Taylor P. Simmonds, L, October 2000.

***UNFCCC
technology transfer,
innovation &
capacity building
policies must meet
WSSD & employ-
ment objectives***

21. Social and employment impacts of new technology or technology transfer must be addressed as a precondition to their promotion. Public funding for research and development in this area must serve to predict and prevent negative social impacts.

22. In addition, the benefits of productivity increases from new technology must be applied to employment creation, especially in developing countries, as well as to reducing the possibility of job loss or occupational hazards. Efforts must likewise guard against the rise of technology-related injuries and disease (e.g. musculoskeletal disorders or MSDs¹⁹.) in relation to new work processes and information technology. The adoption of new technology should serve to improve workplace health and safety generally, and to reduce work related injuries, and illnesses.

23. For these reasons, innovation and technology transfers should take place within a framework of government regulation, procurement and investment. Government policy should set relevant targets and ensure that new technology actually serves to ensure compliance with its objectives. Capacity- building must be promoted for workers, i.e. education, and participatory mechanisms to allow them to participate fully in the decision-making concerning the planning and implementation of technology.

24. The decisions from COP7, COP8 and COP9 to review adaptation impacts imply that the Subsidiary Bodies of the UNFCCC ought to consider that:

- AGREEMENT IS NEEDED FOR DEFINING ADAPTATION & RESPONSE MEASURES as embodying livelihood²⁰, employment, social access, human displacement & security issues.
- ADAPTATION IS A PUBLIC ISSUE that reaches beyond the limits of the current debate for COP10 about disaster risk management and the role of private insurance companies²¹. Firm analysis of the scope of disasters must lead to transition planning, supported by financial and economic instruments that are themselves integrated with revenues that result from emission trading and other measures.
- GOVERNMENTS MUST BECOME DIRECTLY INVOLVED in investment, procurement, regulation and overall coordination and in land-use planning for effective social transition measures.
- PLANNING MUST INVOLVE ALL SOCIAL PARTNERS, including workers and their representative organisations, especially for matters of education & training, awareness raising, information access & dissemination, as well as implementa-

***The UNFCCC's
Subsidiary Bodies
must strive for a
broader
understanding of
adaptation and
response measures***

¹⁹ **Musculoskeletal Disorders (MSD)** cover a broad range of health problems. The main groups are back pain/injuries and work related upper limb disorders, commonly known as "repetitive strain injuries" (RSI). These can involve tendon-related disorders, peripheral-nerve entrapment, neurovascular/vascular disorders and joint/joint-capsule disorders and can also affect the neck, shoulder, elbow, hand/wrist (i.e. carpal tunnel syndrome and tendonitis), as well as the back. MSD is a growing international problem, emerging as an Achilles heel to technology innovation, carrying with it increasing costs to governments and employers, world-wide. Innovation for technology and work processes must be coupled with a commitment to ergonomics, which is the term used to refer to the means of designing work so as to eliminate many of the risk factors that lead to MSD.

²⁰ **Livelihoods and Climate Change** – Combining disaster risk reduction, natural resource management and climate change adaptation in a new approach to the reduction vulnerability and poverty, IUCN, SEI, IISD and Inter-Cooperation, Winnipeg, Canada, 2003

²¹ "According to the third IPCC Assessment Report, impacts of a changing climate are already being experienced and IPCC projections of future climate change indicate that natural disaster risk and resultant socio-economic loss will continue to increase". COP9 UNFCCC Document FCCC/SBI/2003/11.

tion at the workplace and community levels.

- GLOBAL ENVIRONMENT FACILITY (GEF) MUST BE CALLED UPON TO BROADEN ITS SCOPE for Capacity Building so as to include social issue integration and the involvement of social partners.
- INCLUDING WORKPLACES, WORKERS AND THE WORLD OF WORK as instruments for achieving synergies at the national level are crucial ingredients.
- THE MANDATE TO ENHANCE COOPERATION BETWEEN CONVENTIONS requires that institutions (and their respective Instruments & programmes) that deal with the social issues be involved, such as the ILO, internationally, and Social & Labour Ministries at the national and regional levels.

Effective regulatory systems must provide the basis for voluntary measures

25. Voluntary measures must demonstrably supplement or strengthen government-based regulations and standards, and never undermine established minimum standards for environmental, economic and social behaviour.

26. Where voluntary measures seek to change workplace performance and behaviour, joint monitoring and reporting procedures must be developed and implemented by workers and employers. Effectiveness and appropriate inspection systems and education for capacity-building must be considered as a means of strengthening these functions, especially in the developing countries.

Workplace actions can provide a basis for community education and action to implement WSSD outcomes related to climate change

27. Climate change implementation measures must focus on the world's workplaces, as they are at the hub of production. WSSD calls for workplace -based partnerships and a more vigorous focus on WEHAB issues (water, energy, health, agriculture, and biodiversity) implies that the UNFCCC must become vanguard for sustainable development, not just climate change. Effective change in the workplace can only be achieved with the full “engagement” of workers and trade unions. However the resolution of climate change issues are not simply workplace-based. It is crucial that governments develop policies and strategies to win the hearts and minds of the public-at-large, especially on the importance of modifying their individual life style patterns.

Spanish Government and Trade Unions Sign Climate Agreement

The National Allocation Plan of Spain provides for the involvement of social actors, including employers and trade unions. “Social dialogue” round tables will be created to allow trade unions and employer organisations to participate in the monitoring of National Allocation Plans and the effects on competition, employment stability and social cohesion.

In addition Spanish trade union confederations - CC.OO and UGT- along with the Ministry of Environment have signed a cooperation agreement to promote a sustainable industrial strategy, whereby workers are called upon to play an active role within a nation-wide framework for sustainable development. The agreement establishes cooperation for the development, funding and scheduling of a climate change strategy. It includes the development of nation-wide energy saving and efficiency strategy and of a plan for renewable energy, in a manner consistent with national legislation and EU Directive 2003/871/EC on Greenhouse Gas Emission Allowance Trading and for the development and implementation of the National Allocation Plan.

28. Workplace actions should encourage workers and their representatives to work with employers to identify where performance can be improved. Joint target-setting, monitoring, record-keeping, and implementation should be

encouraged as crucial aspects of management systems for the environment, or health and safety, in conjunction with collective agreements or other special partnership arrangements. Such assessments should be linked to and evaluated by community organisations and local government,

29. Workers and employers must become more responsible personal consumers of energy and other resources. Workplace actions can serve as a springboard to influence consumption at the community level. Since three-quarters of all greenhouse gases come from manufacturing, energy production or supply, transport and construction, workplace actions could become instruments of change in these sectors, including personal energy consumption by workers traveling to and from work (see above Spanish case study).

Understanding embedded carbon is key to linking actions on production and consumption

30. The amounts of CO₂ generated by consumption (including from imported products and resources) in a given country can now be monitored and compared to the amounts generated by domestic production.²³ A better country-by-country understanding of embedded carbon issues should be promoted as a means of establishing a stronger link between production and consumption actions, and this is especially so in connection to the possible actions by workers at the production level and in their communities as consumers.

31. The result of involvement of workers and their representatives in environmental and workplace issues depends on the levels of training and education available to them. Programmes should provide worker education related to both community and workplace environmental issues.

The creation of a positive workplace culture of change requires recognition and strengthening of worker and trade union rights

32. A new workplace culture must be an objective of climate change programmes²⁴. Preconditions such as the "the right to participation", the "right-to-know", "whistle-blower" protection, the "right to refuse dangerous work", and the "right to refuse work which harms the environment" are important, and have implications for ensuring effective compliance with protocol rules and measures. These provide tools for workplace engagement and eliminate possible abuse of trust through legislative frameworks. For this reason, a broad range of industrial relations issues requires examination as they relate to sustainable development. In this regard, the UNFCCC is asked to note the 2.3 million collective agreements that are in place around the world, which attest directly to worker/employer cooperation in the workplace. Achieving those agreements requires respect for international labour standards, particularly the internationally recognized core labour standards including freedom of association.

Engagement of Agenda 21 stakeholders

33. The Conference of the Parties must remain committed to multi-stakeholder decision-making processes and encourage UNFCCC signatories to promote the involvement of Agenda 21 stakeholders in the design and implementation of climate change measures at the national and local level. This would not only be in keeping with sound economic policy; it would also secure the intent and spirit of the WSSD.

²³ *Sustaining Whose Development? Analysing The International Effect of National Policies*, Anne Harrison, Vangelis Vitalis and Rt. Hon Simon Upton, November 2003 – For the Round Table For Sustainable Development at the OECD.

²⁴ *Development of Environmental Competence*, Danish Confederation of Trade Unions in cooperation with the Danish Technological Institute and Technical University of Denmark, June 2000.