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**Reflecting on the role and experience of constituents on green jobs:  
Group discussion**

**What are you asked to do?**

- 1) Join one of the three groups
- 2) Group discussion - **30 min.**  
Ideas for discussion may include:
  - What are the initiatives that workers' organizations/ employers' organizations/MOL can take for promoting green jobs and a just transition? ?
  - Discussion of case study – attached  
Questions on the case study may include
    - I. Is this a useful example of successful social dialogue?
    - II. What are some of the benefits and challenges identified?
- 3) One group member reports back to the plenary - **5 min per group**

*Material available: flipchart, coloured pens and coloured post-its*

*The total time available for the whole exercise is 45 minutes.*

**Reflecting on the role and experience of constituents on green jobs:  
*Social dialogue, environment and employment - the Experience of Spain  
and other countries***

**Introduction**

Spain's Round Tables on Social Dialogue is perhaps the most commonly cited example of effective social dialogue on environmental and employment issues. The round tables were created in 2005 as a mechanism to guarantee the participation of social partners in the design and monitoring of the Emissions Rights Assignment National Plan (NAP) and its effect on competitiveness, employment, and social cohesion.

The tripartite social dialogue roundtables are the result of a compromise reached between the Government, trade unions and employment organisations to establish mechanisms to tackle the issue of compliance with the commitments under the Kyoto Protocol and its impacts on competitiveness, employment and social cohesion. The proposals agreed to at these roundtables are elevated to the Ministries and relevant institutions for their consideration. The main proposals have been the formulation of ad-hoc indicators related to employment and emissions which make it possible to assess the impact of climate change measures on employment in different sectors.

**How they work**

The creation of the Round Tables was established by Law 01/2005, which regulates the trading of emissions rights. This was achieved by means of Royal Decree 202/2006, which establishes its terms of reference, composition, and functioning. They are supported financially and logistically by the state and regional authorities. In this context, regional conferences are also organized with the aim of cross-fertilising sectoral and territorial issues and taking the development of regional climate plans into account.

Six representatives of each party – Government, employers, and unions – take part in these tripartite round tables. There are eight round tables: one general and seven sectoral (comprising the sectors affected by the NAP including electricity). The sectoral round tables can also include representatives of the Autonomous Communities in the event that the sector has an important representation in these.

Meetings are convened on an annual basis. The following objectives have guided discussions: a) to evaluate compliance with the NAP 2005–2007 and its effects on competitiveness and employment; b) to identify problems in concrete installations or deviations which require correction; and c) to manage the distribution of emissions rights by facility once the rights for each sector have been defined by the NAP and approved by the European Commission. Currently, debate is centred on post-Kyoto international negotiations and the development of the monitoring indicators.

The general round table's role is to compile and articulate the proposals which emerge from the sectoral round tables, and, once these have been considered, to transfer them to the relevant departments of the Government. The sectoral round tables monitor each specific sector. Information is largely provided by the Government, and until now has been based on emissions verification data.

In 2007, it was proposed that specific indicators allowing the monitoring of the progress made in each sector be developed to look at aspects of competitiveness and employment, as well as emissions. This stage of design and monitoring of specific indicators required – and will continue to require – the contribution of detailed, quality information and data from all the actors involved.

### **Outcomes**

While the round tables do not have decision-making power, there is an attitude of attentive listening from the Government, whose aim is to take any agreements and dissent manifested in the round tables into account in its decisions.

To date, the main demand put forth by the round tables to the Administration has been the development of indicators and the constitution of a round table to cover diffuse sectors in order to begin to discuss challenges and goals with organizations from sectors not included in the NAP.

The Administration has responded to these demands by creating the round table and calling on the actors involved to take part in the constitutional meeting of the round table in September 2007. It also elaborated a series of indicators based on the data supplied by different organizations.

The development of a work programme to analyse the degree of implementation of measures to combat climate change and deal with its effects on employment was proposed within the framework of the new round table on diffuse sectors. Also proposed was the creation of working groups by subsector in order to optimize debates. Other measures promoted by the sectoral round tables include the addition of explanatory parameters such as for importation and exportation, energy efficiency ratios, and employment to facilitate the evaluation of the impact of climate change on competitiveness and employment.

Besides the roundtables, there exist in Spain other spaces of social participation addressing the policies of Climate Change, such as the National Climate Council. Nevertheless, the social dialogue roundtables are unique in their tripartite nature (with Government, trade unions and employer organisations), which gives a new perspective to the discussion on the impacts on competitiveness and employment during the production transformations towards an economy that is more sustainable all around—socially, environmentally and economically.

### **Assessment of achievements, opportunities and challenges by key actors**

An evaluation through in-depth interviews with representatives of the three parties (government, employers' associations and trade unions) by Sustainlabour in 2007 (updated in 2009 and published by the ILO in 2010) found the round tables were a highly valued initiative. Participants considered the round tables an innovative instrument with great potential.

In general, the interviewees were confident that the government was open to hearing out the concerns and demands of the various actors involved. This belief was verified by the fact that commitments and requests emanating from the round tables have progressively been incorporated into government action. An intensification of the round tables' influence on climate change policies and strategies is expected.

The round tables are a positive instrument of information and understanding of the problem. They are considered to be an extremely useful instrument for exchanging information, tracking developments, and pooling of concerns and demands. The round tables are a space for improving the parties' knowledge on the subject and have been a great incentive for some of the agents. Employers and workers receive "formal" information on government measures and the government receives "formal" information on problems that may result in the employer and trade union sectors. Moreover, as some interviewees emphasize, the round tables allow for a shared and intelligent reading of data, which assists in avoiding over-simplified analyses.

The round tables are an instrument that facilitates consensus. Particular attention was drawn to their contribution to dialogue and to an understanding of the challenges encountered by the different sectors, thereby minimizing the risk of conflict. They have had a calming effect during the initial period of implementation of the NAP both for the trade union and employer parties regarding the potential impacts of implementation for the sectors. This could prove to be one of the most notable effects of the experience, which maintains its validity during the post-Kyoto debates, as the policies and measures formulated and implemented in connection with climate change may be perceived with certain uneasiness by some sectors. An instrument that advances understanding may constitute a key to the success of the post-Kyoto measures.

The round tables have stimulated internal actions in each sector and type of agent. Some employer and trade union organizations have initiated their own internal actions of information such as training or debate as an outcome of their participation in the round tables. This participation has sparked initiatives by different organizations with the goal of guaranteeing their appropriate participation. It is certain that the organizations which engage in such activities will have a clearer understanding of the changes and will be better prepared to participate.

The round tables can be an instrument for more precise monitoring. Following the initial period, new prospects are emerging regarding the activities of the round tables. With

the second NAP adopted and in force for the coming years, an important qualitative leap is anticipated in terms of the activities of the round tables, evolving from their predominantly informative character (which they have had to date) to assuming functions as an observatory and advisory body to the government in the post-Kyoto negotiations.

This new dimension of the round tables also implies an intensification of their work, which will have an impact on the frequency and content of discussions. It also requires the creation of new instruments or for improvements to existing instruments for gathering, tracking and assessing data. Indicators will serve to analyze the evolution of the sectors, to anticipate possible disagreements and to design strategies and measures to minimize conflicts. A significant proportion of the workload involved in this new role is being assumed by the government, including the disaggregation of specific data and information, which would not have occurred had the dialogue round tables not existed. This obvious result will help all of the other agents, including the Government itself, to better follow up on the measures pursued.

The functioning of the round tables represents an additional burden of work for the Government (the Ministry of Labour and Social Affairs, the Ministry of Environment and the Ministry of Industry) which must be anticipated with the allocation of timely funding. The responses received from the Government revealed, on the one hand, a desire to maintain the status quo on account of resources, which are insufficient for taking on the anticipated additional burden and, on the other, a tendency towards the recognition of the need to expand functions. The position is much less supportive of expansion.

The hope is that the aforementioned growth and maturing of the space galvanizes the process as a space for negotiation between parties and between sectors, strengthening it and increasing its influence and importance during the decision-making process. The true scope of the round tables remains to be seen. Key objectives such as anticipating adverse effects or guaranteeing social cohesion remain to be evaluated in time.

It appears that the experience has been very positive for all three parties. The round tables have a potential that has not yet been fully realized, and whose scope will depend largely on the will of the parties and their readiness to maintain mature and productive dialogue in dealing with the enormous challenges they face.

### **Other examples**

While the Spanish Roundtables is an example of social dialogue in a developed country and was driven by unions, there are many other examples of social dialogue taking place in developing countries and driven by other groups.

The Brazilian National Environmental Conference (Conferência Nacional do Meio Ambiente, CNMA) was established as part of a government policy to expand participatory democracy in 2003, following the participatory approach to developing the Brazilian Agenda 21 in 1997. The process is driven by the Ministry of Environment and has so far held three national conferences, the most recent on the theme of climate change in 2008. The lead up to the conference involved 746 preparatory conferences (566 municipal conferences, 153 micro-regional conferences, and 27 state conferences), with the participation of 120,000 people in the preparatory process. Participation included governments (20%), employers' organizations (30%), trade unions and stakeholders (NGOs, academia, indigenous people - 50%).

Eventually 1,104 delegates were elected to participate in the National Conference, which made 650 approved decisions, 70 per cent of which have been translated into specific policies, measures or programs. The key outcome was the National Plan on Climate Change. When interviewed, participants were highly satisfied with the Conference as a mechanism for dialogue, principally due to the breadth of participation and the pyramidal structure, which allows for the collection and synthesis of the results of a process that takes place at the local and regional levels and that mobilizes a vast number of people throughout the entire country.

Additional examples of social dialogue on climate change and employment have taken place in Asian countries, for example India.

In India the Multistakeholder Taskforce on Green Jobs and Climate Change was established in March 2009. The Multistakeholder Taskforce on Green Jobs and Climate Change was constituted under the leadership of the Ministry of Labor and Employment (MOLE), Government of India, with support from the International Labour Organization.

The Taskforce comprises representatives from government departments, workers' and employers' organizations, research institutes and non-governmental organizations that come together to seek to address the employment and labour market dimensions of environment-related policies and strategies for the promotion of environmentally friendly opportunities for decent work. From a governance perspective, the Taskforce seeks to promote awareness on green jobs and consultation and dialogue among a range of different institutions, thus fostering a broad-based support for a just transition to more sustainable economies, and to assist towards enhancing inter-agency and inter-ministerial coordination and policy coherence.

Some of the key areas of focus identified at the onset of the Taskforce included:

- awareness raising among employers, workers, government departments, civil society organizations and research institutions
- understanding and addressing the employment dimension of environment and energy measures

- clean technologies and their relation to green jobs
- skill requirements for the transition to greener economies
- mainstreaming of green jobs principles in government policies and programs

With respect to the above, the work of the taskforce has hitherto resulted in:

- joint MOLE-ILO National Conference on Green Jobs – the event had a key role in generating awareness and promoting green jobs principles among different stakeholders, and in bringing together representatives from unions, employers different government departments and civil society organizations
- Contributing to interactive session with ILO tripartite constituents and partners
- Preliminary discussion on the National Action Plan on Climate Change; in-depth discussion of the Solar Mission in relation to its employment aspect
- Initiation of collaboration Ministry of Labour and Employment – Ministry of New and Renewable Energy for addressing the human resources and employment dimension of the Solar Mission (see above)
- Identification of core government schemes for which to assess and expand the potential for green jobs promotion –including NREGS –
- Undertaking of ILO-DA study on green jobs in NREGS, assessing environmental and decent work aspects of employment provided under the scheme

### References:

ILO. *The impact of climate change on employment: the management of transitions through social dialogue*. Geneva 2010.

[http://www.sustainlabour.org/dmdocuments/en337\\_2010.pdf](http://www.sustainlabour.org/dmdocuments/en337_2010.pdf)

ILO- Report on the activities of the Multistakeholder Taskforce on Green Jobs and Climate Change. New Delhi 2010