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# KNOWLEDGE MANAGEMENT TOOL FOR JUST TRANSITION

Hans Verboven

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## AGENDA

- Introduction: (25 minutes)
- Breakout task 1: Role play and pitch (30 + 20 minutes)
- Breakout task 2: Translation into actions + pitch (30 + 20 minutes)
- Wrap up and discussion about features (30 minutes)



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## 1. INTRODUCTION

- CONTEXT
- **SUSTAINABILITY FROM A MANAGEMENT APPROACH**
- CLIMATE CHANGE
- CLIMATE ACTION
- ECO SOCIAL ACTION

## 2. TASK 1 & PITCH

## 3. TASK 2 & PITCH

## 4. WRAP UP & DISCUSSION



## CONTEXT: WHY

If we want to succeed in the paradigm shift to ensure economic, social and environmental sustainability and capitalize on the employment and social potential of the green transition, **we need to make sure that everyone understands the social agenda.**

For this reason, ETUI Education wants to **design a knowledge management tool for capacity building** on sustainable development for national confederations.

The tool

- Should allow users to quickly **find, navigate, assess, understand and use information** relevant to the inclusive Green Deal agenda.
- Should be **action-driven** and present a broad set of hands-on and **practical ways to tackle subjects** in the situations in which users would find themselves (for the purpose of trade union activity).



## CONTEXT: WHAT

We have organised the knowledge needed for the tool into three building blocks that inform, inspire and offer a call to action. `

- Climate change. (INFORM)
- Climate action. (INSPIRE)
- Eco-social action. (ACT)

The indicator of success should be whether the hands-on actions it offers, can be used in practice.

Applicability and an easy-to-understand action-oriented didactical approach will inspire people and nudge them to take action.



# CONTEXT: HOW

1.	CLIMATE CHANGE	2.	CLIMATE ACTION	3.	ECO-SOCIAL ACTION
1.1	WHAT	2.1	WHAT	3.1	WHAT just transition
1.2	CAUSES - GENERAL	2.2	UNITED NATIONS	3.1.1	Definition
1.2.1	ENERGY USE	2.2.1	CONTEXT	3.1.2	Funding
1.2.2	LAND USE	2.2.3	SDGs: WHAT + HOW (incl. actions)	3.1.3	Time dimension
1.3	CAUSES - SECTOR SPECIFIC	1	No poverty	3.2	CONDITIONS just transition + TU Action Recommendation
1.3.1	AGRICULTURE	2	Zero hunger	3.2.1	Social dialogue
1.3.2	FISHERY	3	Good health and well-being	3.2.2	Social protection and labour rights
1.3.3	MINING	4	Quality education	3.2.3	Job creation and preservation
1.3.4	CONSTRUCTION	5	Gender equality	3.2.4	Training, education and skills (technical skills)
1.3.5	TRANSPORT	6	Clean water and sanitation	3.2.5	Technology
1.3.6	ENERGY	7	Affordable and clean energy	3.2.6	Correct distribution
1.3.7	TOURISM	8	Decent work and economic growth	3.3	SECTOR SPECIFIC just transition
1.3.8	FORESTRY	9	Industry, innovation and infrastructure	3.3.1	WHAT
1.3.9	FMCG INDUSTRY	10	Reduced inequalities	3.3.2	Sector-specific view
1.4	CONSEQUENCES - GENERAL	11	Sustainable cities and communities	1	Agriculture
1.4.1	DIRECT	12	Responsible consumption and production		Green transition: activities
	Temperature rise	13	Climate action		How can this green transition be just based on the conditions
	Extreme weather conditions	14	Life below water		TU Action through crowdsourcing
	Sea-level rise	15	Life on land	2	Fishery
	Acidity sea water	16	Peace, justice and strong institutes	3	Mining
1.4.2	INDIRECT	17	Partnerships for the goals	4	Construction
	Human	2.3	EUROPEAN UNION	5	Transport
	Food and health	2.3.1	CONTEXT	6	Energy
	Livelihoods	2.3.2	GREEN DEAL	7	Tourism
	Nature		What	8	Forestry
	Ecosystems		Policy areas: what, why, how (incl. actions)	9	FMCG Industry
	Species	1	Increasing climate ambition	3.3.3	JUST TRANSITION IMPACT ON SDGs
1.5	IMPACT - SECTOR SPECIFIC		Fit for 55	1	GREEN TRANSITION
1.5.1	AGRICULTURE		National recovery and resilience facility	2	JUST TRANSITION
1.5.2	FISHERY	2	Sustainable energy	3	INTERLINKAGES
1.5.3	MINING	3	Sustainable industry	4	OUTCOME
1.5.4	CONSTRUCTION	4	Building and renovation		
1.5.5	TRANSPORT	5	Sustainable mobility		
1.5.6	ENERGY	6	From farm to fork		
1.5.7	TOURISM	7	Biodiversity		
1.5.8	FORESTRY	8	Zero pollution		
1.5.9	FMCG INDUSTRY				
1.6	ROLE TRADE UNION	2.4	ROLE TRADE UNION	3.4	ROLE TRADE UNION
	INFORM		INSPIRE		ACT
	--> Educate on climate change facts		--> Pioneers: ITUC, ETUI & ILO		



## CONTEXT: LIMITATIONS

We overestimated the availability of sector-specific examples of how Just Transition is realised by policies and actions.

We found it exceedingly difficult to identify inspirational projects, achievements, tips & tricks and actions.

We have come to believe that desk research is not the right method to identify these. A learning community and a crowd-sourcing action are better options.

Before starting to work on the architecture of the tool, a functional analysis should be conducted within focus groups of potential users. It is to be expected that the current narrative will be adapted (possibly reduced in size) after this analysis



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## SUSTAINABILITY FROM A MANAGEMENT APPROACH



Sustainability is about maximising the added value of your activities for as many stakeholders as possible and minimising the waste of resources, financial resources, time and talent.

[My definition](#)

### **Sustatool: a management process approach**

- At the level of operations, sustainability is an **opportunity for continuous improvement** for the company and strongly linked to lean thinking and optimisations.
- At the level of strategy innovation, it is an **opportunity to respond** to societal changes.
- There are three main levels on which organisations can optimise and innovate.



# SUSTAINABILITY FROM A MANAGEMENT APPROACH



## SUSTATOOL: THE PROCESS



# SUSTAINABILITY FROM A MANAGEMENT APPROACH

SUSTATOOL



Product service excellence	OFFER	MATERIALS	PACKAGING	CONSUMERS	SUPPLY CHAIN
	1	2	3	4	5
	6	7	8	9	10
Operational excellence	LEAN	ENERGY	WATER & SITE MANAGEMENT	TRANSPORT	ENVIRONMENT
	6	7	8	9	10
	11	12	13	14	15
Organizational excellence	ETHICS	EMPLOYEES	HEALTH & SAFETY	COMMUNICATION	STAKEHOLDERS
	11	12	13	14	15
	11	12	13	14	15



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## CLIMATE CHANGE

Climate change is defined as the change of the average weather pattern over a long period of time.

Mankind is now responsible for influencing the Earth's balance. To reach a new stability, people will need to reorganise themselves and start living differently. Economic decisions can no longer be disassociated from the ecological (and social) situation.

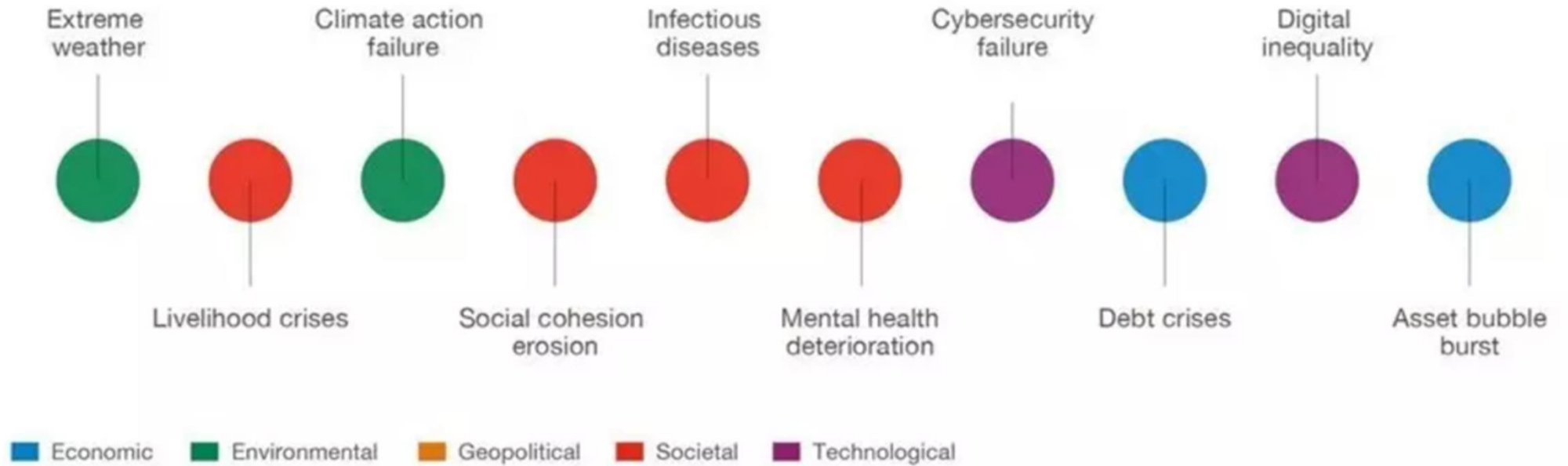
The consequences or impact of climate change can be split into two groups:

- Direct consequences have a direct impact on the physical environment
- Indirect consequences disturb human and nature ecosystems



# Top Short-Term Global Risks

Over the next 0-2 years



Source: World Economic Forum Global Risks Report 2022

Global Risks Report 2022

Image: World Economic Forum

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## CLIMATE ACTION

Climate action are all the actions to mitigate and address climate change by translating measures into national policies, strategies and planning.

Climate action consists of 3 pillars:

- Contributing to the understanding of the causes of climate change
- Mitigating climate change by reducing GHG emissions
- Adapting to the impact of climate change and building resilience to its consequences

Furthermore, climate action is a prerequisite for sustainable development.



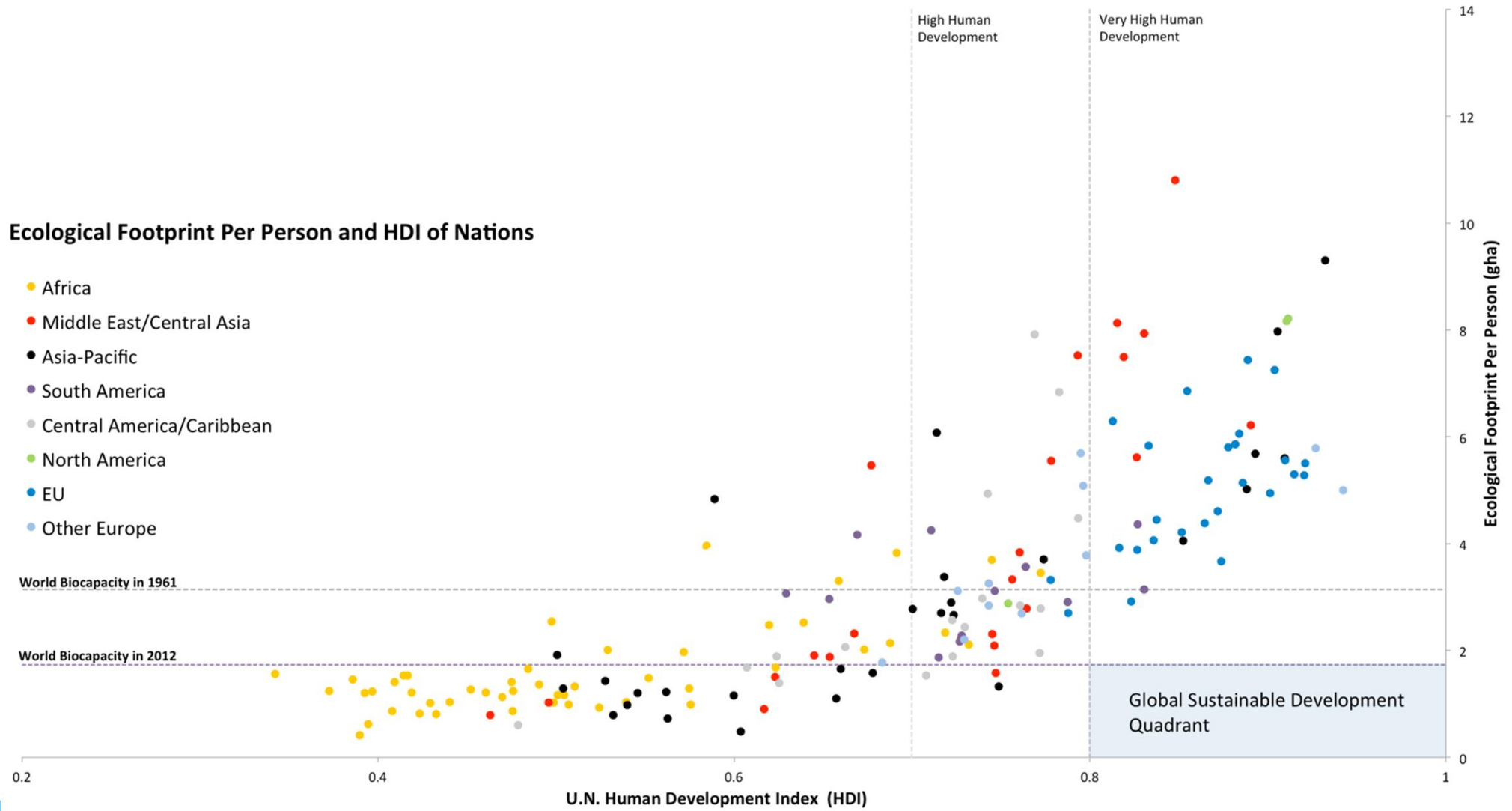


### Ecological Footprint Per Person and HDI of Nations

- Africa
- Middle East/Central Asia
- Asia-Pacific
- South America
- Central America/Caribbean
- North America
- EU
- Other Europe

World Biocapacity in 1961

World Biocapacity in 2012



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## ECO SOCIAL ACTION

Just Transition aims to balance both climate and social justice and achieve climate neutrality without social collateral damage. Whereas climate action particularly emphasises the green agenda, eco-social action includes the importance of social inclusion.

Just Transition is about greening the economy fairly and inclusively. It wants to create decent work, guarantee social inclusion and reduce poverty. The concept should ensure that no one is left behind.

Just Transition can be made more tangible as a concept when one looks at the following 6 conditions:

- Social dialogue
- Social protection and labour rights
- Job creation and preservation
- Training, education, and skills
- Technology
- Correct distribution



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## ROLE PLAY

*Role play in your group (2 groups)*

- o Choose a group (two groups point of view from trainer or trainee)
- o Follow the instructions on the usage of the simplified CVP model
- o Prepare and deliver your pitch

Questions:

How should we design it so it meets the needs of both trainers as trainees.

Who would be the target audience? What would they desire? How can it help them? What features would be required for this?



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## BRAINSTORM

*Brainstorm in your group (3 groups)*

- o Choose one of the suggested green deal just transition challenges
- o Discuss how you can suggest hands-on actions that are close to your organizational / business context and would be considered constructive
- o Prepare and deliver your brief pitch

Questions

- A. What can you do on your organizational / business level to achieve this goal? Give some hands-on actions
- B. How would you start this yourself or contribute to this?
- C. What could influence success positively/negatively?
- D. In what way can the / a tool help you?



## BRAINSTORM

### **1. Job creation and preservation:**

While some jobs will disappear, new jobs will be created. The green transition allows outdated jobs to be adapted to the new reality.

Furthermore, job creation and preservation are needed to guarantee the long-term competitiveness of the EU. Both quantity and quality of jobs are crucial and the preserved and new jobs need to provide decent work to workers.

**TU Action Recommendation:** Trade unions can function as a gatekeeper in creating and preserving jobs during the green transition. They need to enforce the “no one is left behind” principle and promote sustainable job conditions. Overall, the preserved and new jobs must be decent. Moreover, it should guarantee a right to quality and inclusive employee training, access to full qualifications, paid educational leave and validation of skills and competences. Workers that do not benefit from re-training and upskilling due to their age profiles or social background, must be addressed specifically.





## BRAINSTORM

### 2. Training, education, and skills

First, all people, especially the workers must understand why a transition is crucial. They need to be educated about climate change and its impact on the sectors (see pillar 1). By raising awareness, they will realise that the only possible future is a sustainable one.

Second, when workers are ready for change, they need to require the right technical skills to become more resilient. The new, green jobs need to be staffed by the right people. Therefore, it is crucial to define how jobs and skill requirements are changing and provide the right reskilling/ upskilling programs. This skill development allows people to adapt quickly to the changing environment. If the skill gaps and mismatches are not managed, it will impact economic potential and social cohesion.

**TU Action Recommendation:** Trade unions should be involved in skills strategies and the right to training for every worker. Many interesting developments have already taken place at the sectoral level. However, more coordinated actions for training, reskilling, and upskilling of workers in the fields of new clean technologies, circular economy, energy efficiency and adaptation to climate change are still necessary.

Moreover, it should guarantee a right to quality and inclusive employee training, access to full qualifications, paid educational leave and validation of skills and competences. Workers that do not benefit from re-training and upskilling due to their age profiles or social background, must be addressed specifically.



## BRAINSTORM

### 3. Correct distribution

The gains and losses of the transition should be kept in mind. Is it a transition that only favours the wealthy at the expense of the poor? All people should equally benefit from the green transition and the impact should be shared equally. Distributional injustices must be explored more broadly to understand how inequalities are distributed throughout the world. Therefore, the identification of vulnerable groups or regions is crucial and they will need more support in the adaptation process.

**TU Action Recommendation:** Trade Unions must assure that the conditions do not only favour the high-educated workers. The transition should be beneficial to all, and the distribution of the benefits should be equal for all social classes. This must be regardless of the geographical location of the worker. Workers that do not benefit from re-training and upskilling due to their age profiles or social background, must be addressed specifically.



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## WRAP UP

Challenge our ambition and offer you own input on the further roadmap

