

Navigating climate transitions & future world of work



For workers' rights. For better business.

Changes that work for workers, business & planet

ETI's 5-year strategy consultation highlighted several areas of accelerating change that will affect business and workers globally: climate change; automation and the Internet of Everything. COVID-19 has accelerated the need to adapt to these transitions. It is therefore vital that workers are not left out of discussions around how businesses adapt, minimise disruption and maximise opportunities for workers.

Major investment shifts are driving corporate action on climate change and influencing institutional behaviour change with pressure to change coming from a range of stakeholders including clients, customers, employees, regulators, and civil society. The renewed call for action on the 2030 Agenda that embraces economic, social, and environmental pillars in the 17 SDGs puts people and planet at its centre - providing a framework for tackling the challenges confronting humanity, including those in the world of work.

Resource scarcity and competition for natural resources because of climate change have the potential to drive unrest and destabilise supply chains. Changes linked to workplace automation and disruptive technologies will impact jobs and livelihoods, potentially increasing poverty, unemployment, and exploitation. However, it is not automatic that the impact of related change on workers and their communities will be taken into consideration. Their collective concerns and involvement is not guaranteed.

Due diligence approach to future challenges & opportunities

The United Nations Guiding Principles for Business & Human Rights clearly defines the parameters for human rights due diligence and for the Transitions & Futures work. Particularly Principle 17c sets the parameters for ongoing human rights risks that change over time as business operations evolve.

In automation of manufacturing and farming, digitisation of management systems, and carbon footprint and waste reduction, transitions are in progress and present a dynamic and changeable context for business and workers.

A road map for people-centred change

ETI's cross-industry **Transitions and Futures** work aims to combine research, resource development, practical activities, and advocacy to support ETI members to identify and navigate the challenges ahead. It will embed core labour standards, develop wider partnerships, adapt business models, and will be built on member participation and transparency. The model to harness progress and change will be actioned through:

- ✓ **Identifying risks**, opportunities, drivers, and entry points for meaningful dialogue to map the changes and impact on industries, workers, and the supply chain. This could also include specific impacts on women, migrants, youth, and bonded labour.
- ✓ **Elevation of modelling activity** and research to create an inclusive and enabling environment for suppliers and producers to plan for future scenarios that mitigate risk to both business and workers.
- ✓ **Amplifying outcomes** of activity and good practice to further engage with business, trade unions and NGOs to advocate for inclusive, fair and worker-informed solutions for the challenges ahead.

Adjusting to these incoming changes will not be achieved by business as normal. The time has come to bring all contributors together to build supply chains that are fair, inclusive, responsible, and sustainable, and which work for workers, business, and planet.

