

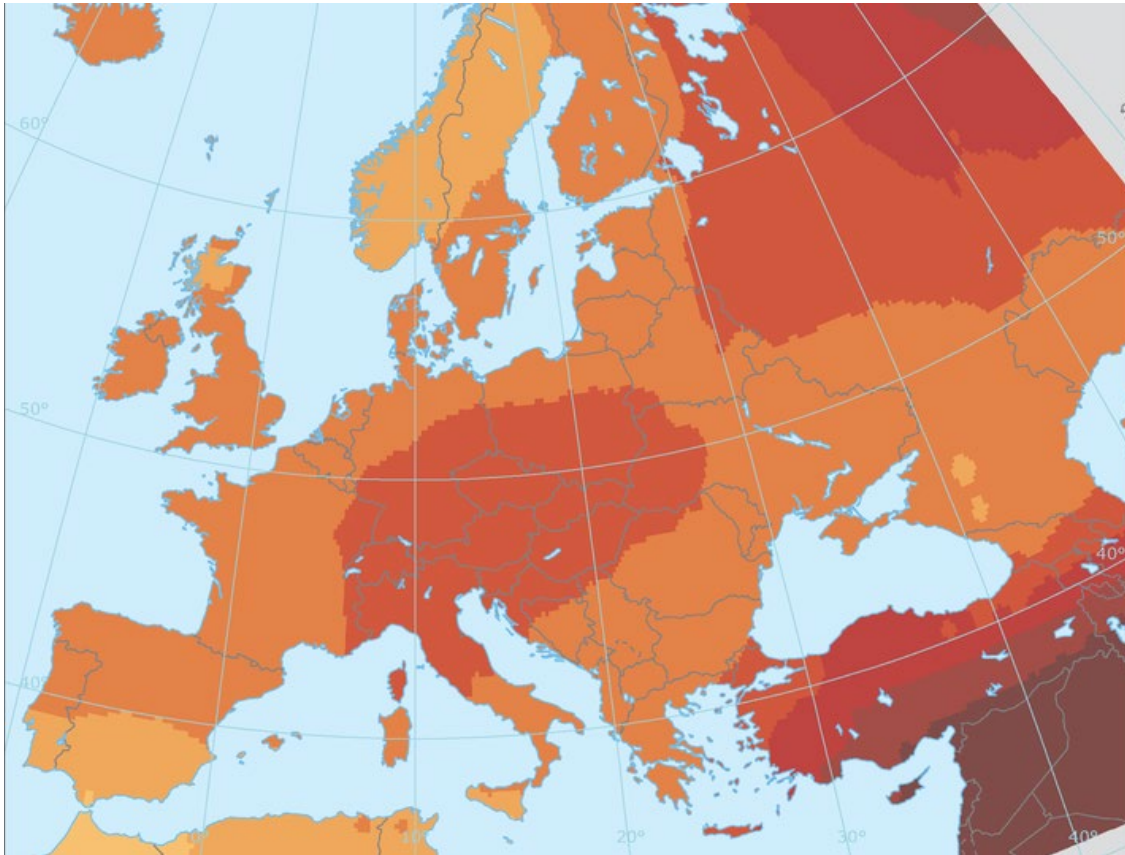
Job quality side of climate change

Agnes Parent-Thirion, Tina Weber, Jorge Cabrita

Scene setting

The key concepts

Climate change in Europe : warming and extreme weather events – adaptation



Trends in annual temperature across Europe between 1990 and 2019, EEA, 2020

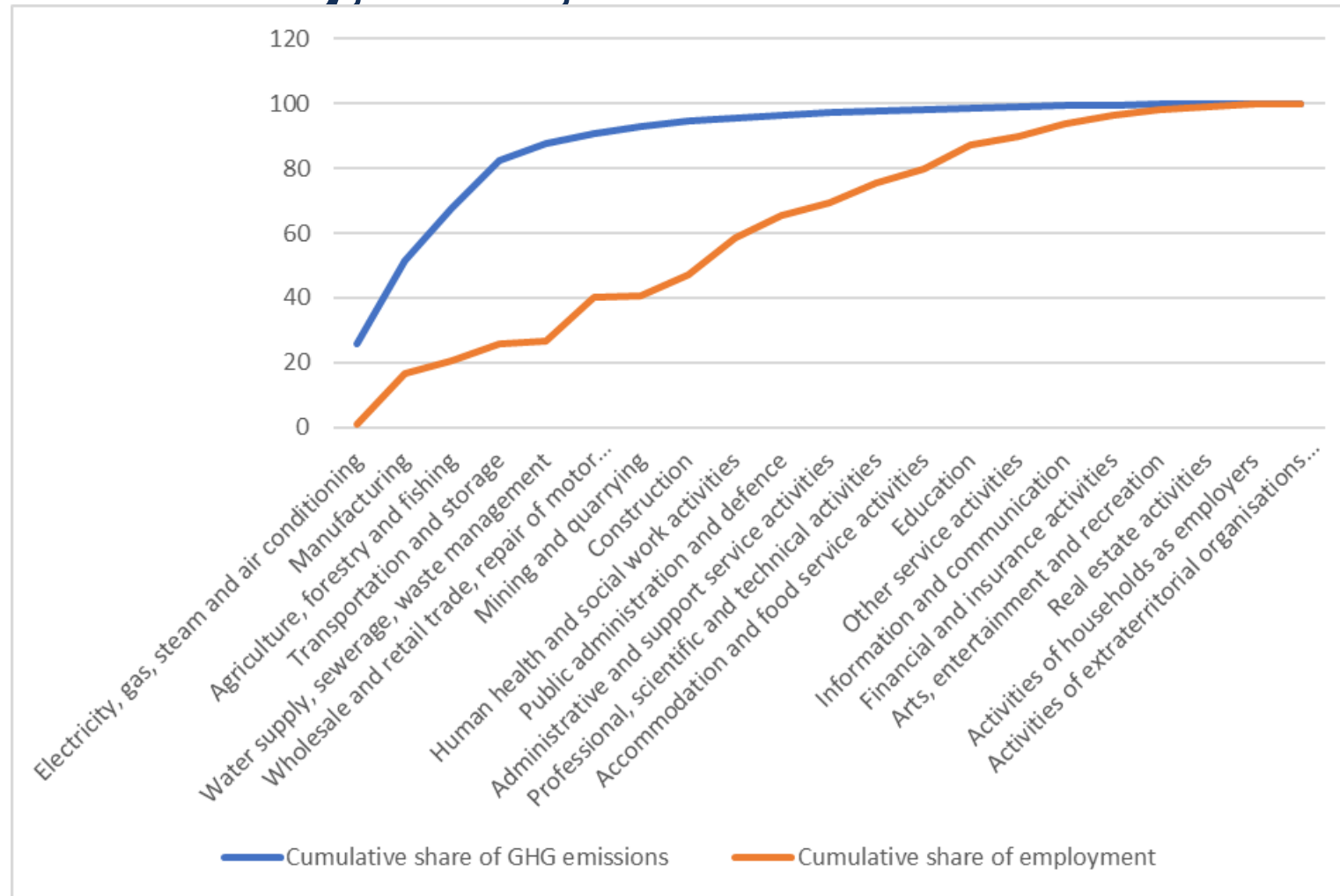


Projected changes in the frequency of adverse weather events relevant for transport , EEA

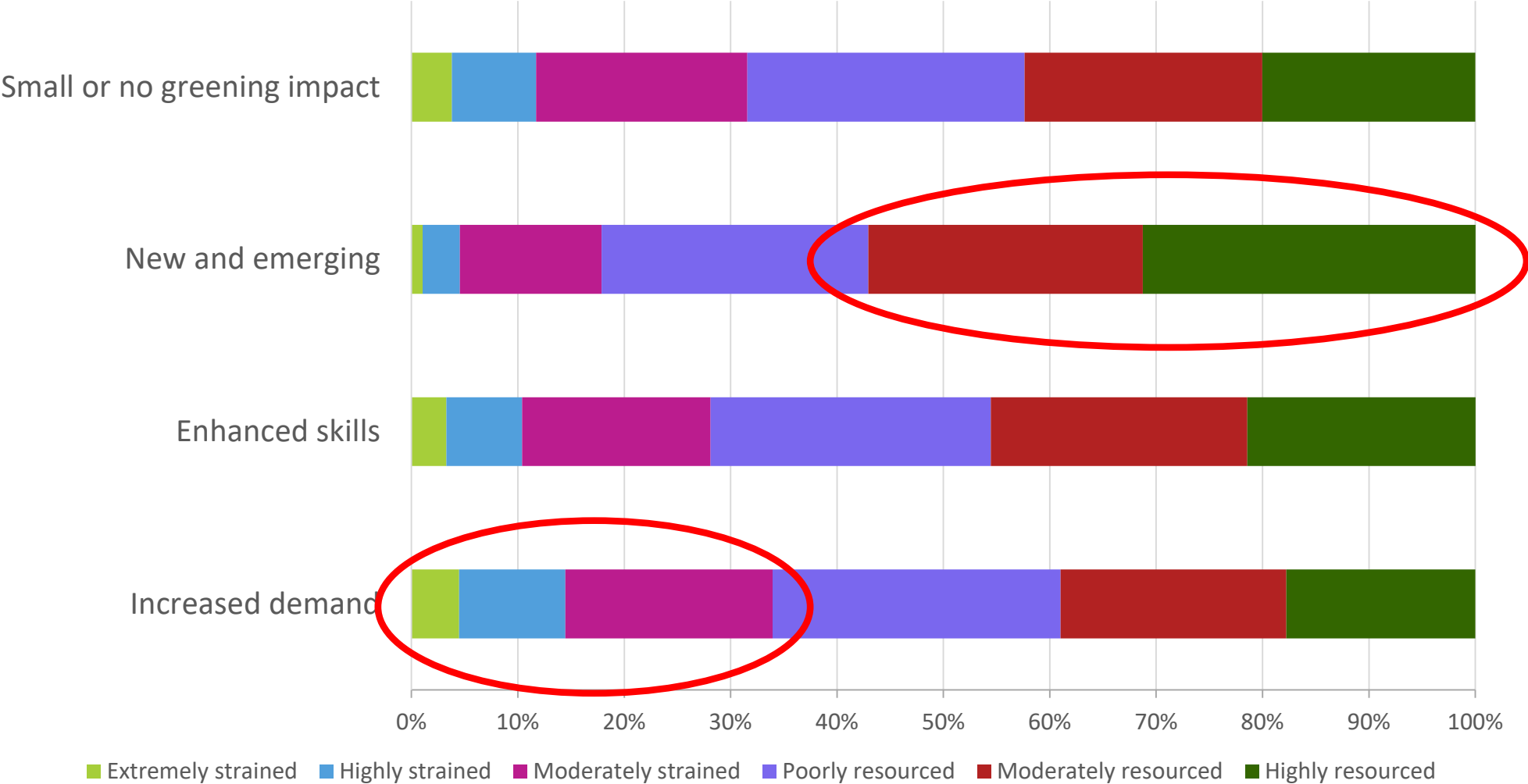
Some points of vocabulary

- **Adaptation policies** : policies dealing with the expected impacts of climate change and involve taking practical actions to manage risks, protect communities and strengthen the resilience of the economy.
 - Examples of policies directly relevant to the world of work are the introduction of sustainable forest management. Indirect adaptation actions include practices to improve water use efficiency.
- **Mitigation policies** : aim to change how we live, move, consume and produce with a view to reducing and/or eliminating the production of harmful GHGs. Systemic change is needed to achieve deep emission reductions and transformative action.
 - Mitigation actions directly relevant to the world of work include the development of energy efficiency.
- **“Compensation” policies** : re-training and job to job transition
- **Loss and damage** : refers to the residual negative effects that occur when adaptation and mitigation efforts are not sufficient to avert climate change impacts (IPCC, 2022). Loss and damage are already occurring in Europe, primarily as a result of major natural disasters such as floods and heatwaves. They will increasingly occur as a result of slow-onset events, including sea level rise, glacier retreat and increases in average temperature (Pill, 2021).

Cumulative GHG emissions and employment by economic sector of activity, EU27, 2022



Job quality index, by greening occupational groups (%) - mitigation



Source: EWCTS, 2021.

Climate change risks

Climate risks

- Increased temperatures and increased heatwaves
- Other climate hazards
 - Air pollution
 - Exposure to UV
 - Communicable vector-born diseases and expanded vector habitats
 - Changes in the work environment
 - Extreme weather events
 - Industrial transitions and emerging hazards



Climate risks

- Increased exposure to psychosocial risks

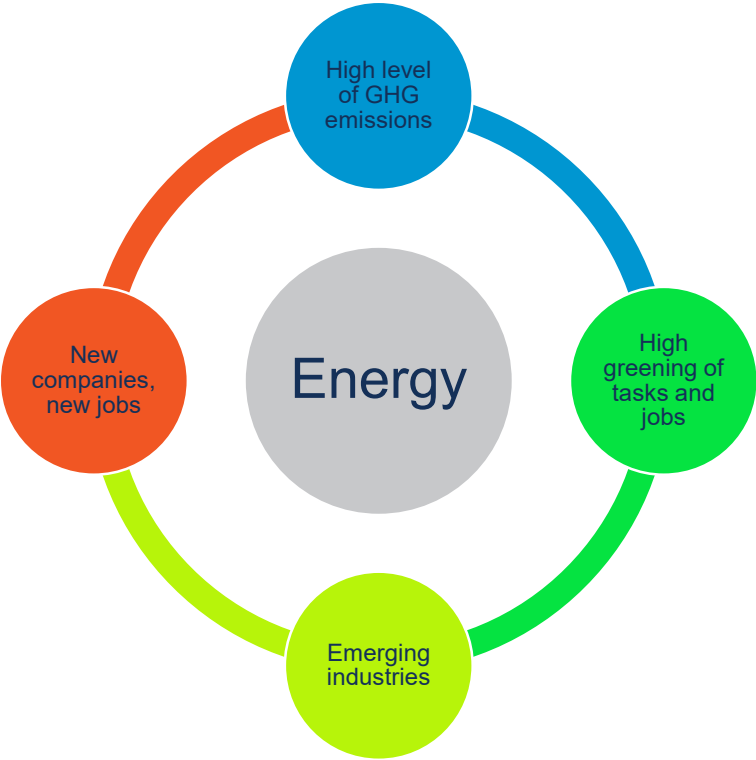
job insecurity
management of change
ethical demands
financial insecurity
other forms of insecurity
increased workload
skills needed to do the job



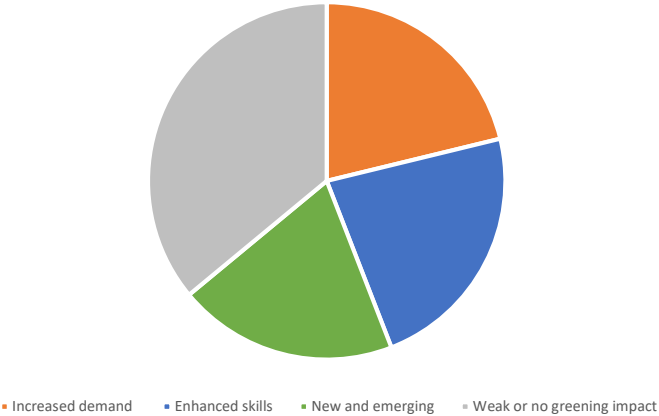
Sectoral perspective

An illustration : sectors at the intersection of different climate change issues

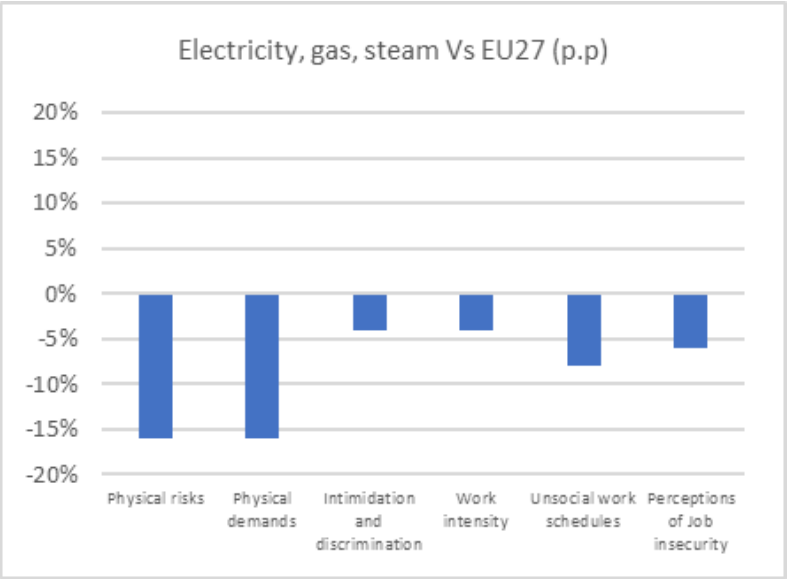
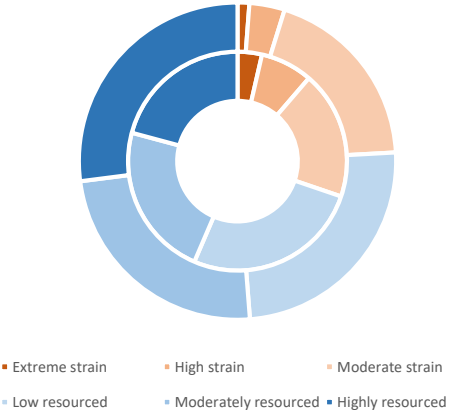
Energy



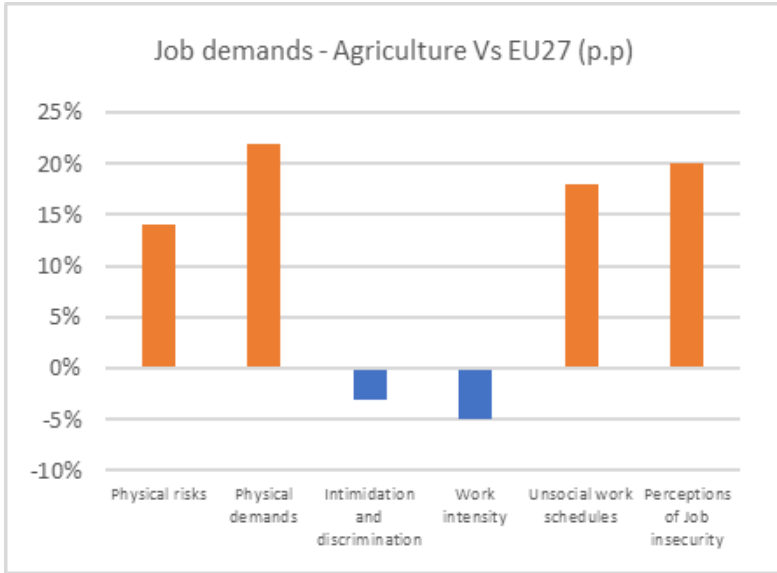
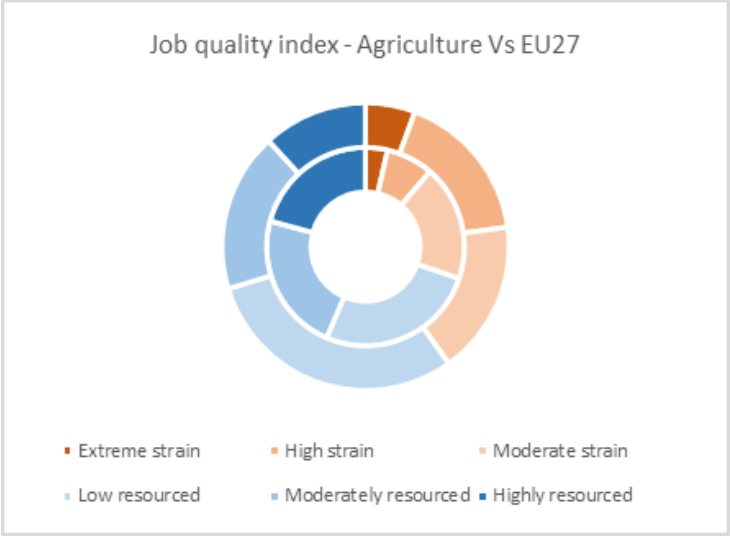
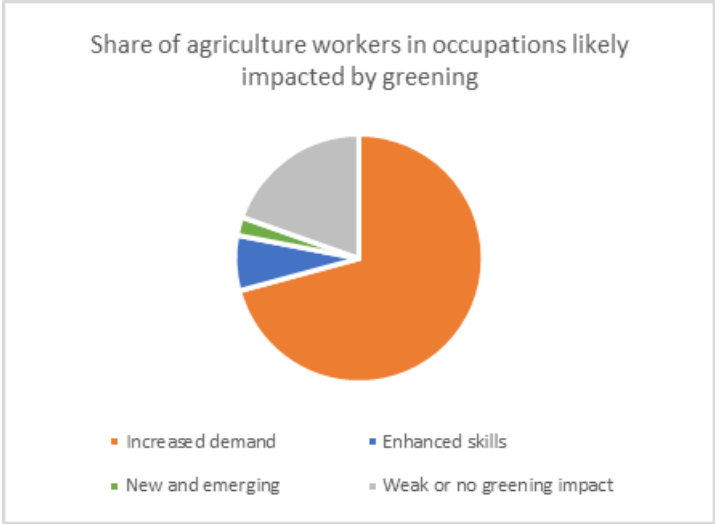
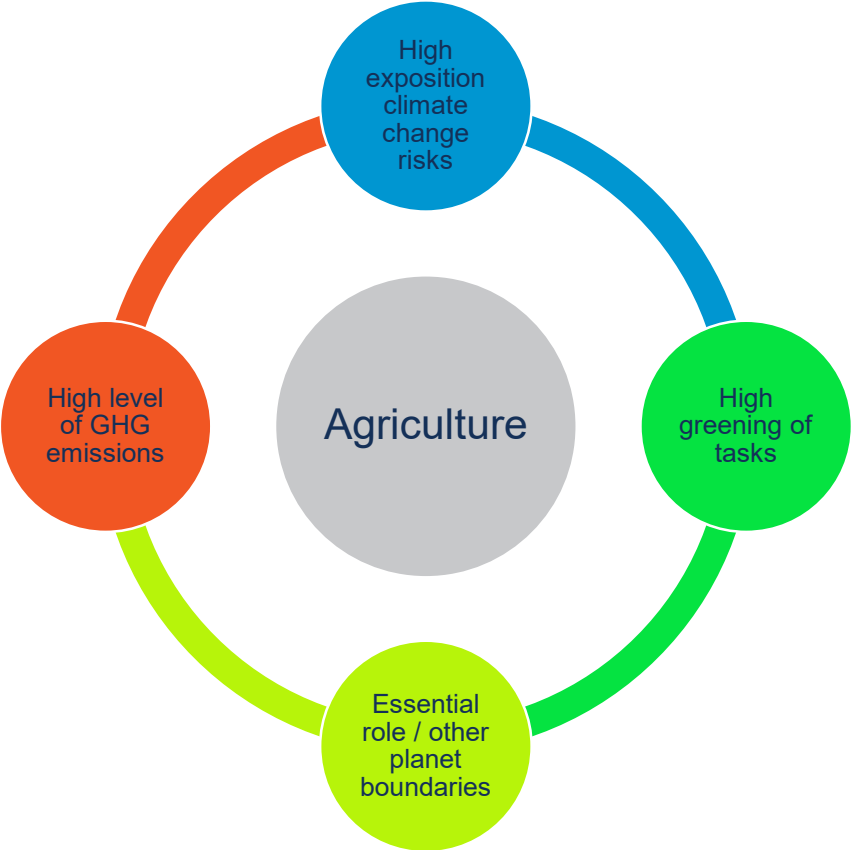
Share of electricity, gas, steam workers in occupations likely impacted by greening



Electricity, gas, steam



Agriculture



The relevance of sectoral dimension

- Considerable level of change in industries is expected
- Workers in these sectors are under considerable pressure to adapt to new greened tasks but in some cases have to work under more arduous circumstances
- Monitoring is key to understand the direction of change and its impact on job quality and how to support workers and companies in these sectors as they transform
- Gathering more information on new changed practices also key
 - Allows to identify adaptive and maladaptive practices
 - Trade offs between climate change directions – improvement of working life Treaty commitment

Collective green workplace behaviours

Workplace level : An opportunity to reinvent work ?

Categories	Behavioural categories
Conserving	Recycling, re-using, reducing use, repurposing
Avoiding harm	Pollution, monitoring environmental impact, strengthening ecosystems
Transforming	Choosing responsible alternatives, changing how work is done, creating sustainable products and services, embracing innovation for sustainability
Influencing other	Educating and training for sustainability; encouraging and supporting others
Taking initiative	Initiating programs and policies, lobbying and activism, putting environmental interests at first



- Opportunities for more meaningful work ?
- By opposition to climate quitting
- Workplace practices identified in the literature that support the transition
 - Working time reduction
 - Working from home (rebound !)
- The involvement of workers in the ecological transition, key ingredient of the transition
 - Collective intelligence
- Changing perspective: nature as a simple exploitative resource, moving away from the imperative of productivity

Policy discussions and debate

Policy discussions

- Adaptation to climate change
 - Identification and addressing new OSH risks
 - Working conditions of emergency workers
 - Adaptative practices, avoiding maladaptive
- Mitigation to climate change Initial and ongoing training for green and greening jobs
 - Support for reorientation for workers in carbon intensive sectors and most impacted regions
- Climate change as a trigger for rethinking priorities
- Remote working, working time reduction and the 4-day week

Conclusions

Conclusions

- Climate change will profoundly impact labour markets, working conditions and job quality, but research evidence remains patchy
- Some sectors, occupations and groups of workers are likely to be impacted more than others
- Direct impact of climate change on job quality goes beyond exposure to heat
- Impact of measures to reduce the direct impact of climate change on workers can be positive or negative
- Sectoral and occupational shifts will be significant in sectors most contributing to GHG emissions requiring participative just transitions and compensation policies
- Implications of sectoral shifts on job quality and different groups of workers must still be understood
- ... and policies should move towards a level playing field in protecting workers from the adverse effects of climate change and support all impacted sectors