

Response to the UN Working Group for Business and Human Rights’ Call for Inputs: Extractive Sector, Just Transition, and Human Rights

State duty to protect human rights

1. How can States better advance human rights-compatible energy transition laws and policies that ensure responsible business conduct in all aspects of energy transition efforts and programs (e.g., including, but not limited to, design, approval, financing, implementation, and reporting of energy transition programs)?

The [Guidelines for a just transition towards environmentally sustainable economies and societies for all](https://www.ilo.org/wcmsp5/groups/public/@ed_emp/@emp_ent/documents/publication/wcms_432859.pdf) - developed during an ILO Tripartite Meeting of Experts in 2015 - provide non-binding practical orientation to Governments and social partners with some specific options on how to formulate, implement and monitor a policy framework concerning sustainable development, decent work and green jobs, in accordance with national circumstances and priorities. It identifies nine key policy areas to address environmental, economic and social sustainability: Macroeconomic and growth policies, Industrial and sectoral policies, Enterprise policies, Skills development, Occupational safety and health, Social protection, Active labour market policies, Rights, and Social dialogue and tripartism. These guidelines are key to ensuring a just energy transition that leaves no one behind.

A just transition requires social dialogue for its design, implementation and review as its key policymaking tool. This means concrete actions from its **key stakeholders – governments, workers’ and employers’ organizations** – as well as from relevant social dialogue institutions at all levels. Social dialogue mechanisms must be designed to accommodate maximum **inclusiveness**, especially of vulnerable groups, and can greatly benefit from the practical knowledge and social and political capital of interested groups, such as environmental advocates, development councils, indigenous leadership and local residents. Effective social dialogue for a Just Transition should **cover the relevant policy domains** when setting the agenda, ranging from macroeconomic to industrial policy and skills development to OSH and social protection as well as key climate-related sectors, such as energy. For more information, please see *ILO. 2022.* [*The role of social dialogue and tripartism in a just transition towards environmentally sustainable economies and societies for all*](https://www.ilo.org/global/topics/green-jobs/publications/just-transition-pb/WCMS_858810/lang--en/index.htm).

The private sector plays an indispensable role in a just transition by creating new decent jobs, introducing and investing in new technologies and adopting business practices that foster more sustainable economies. Governments can create an **enabling environment for sustainable enterprise development, entrepreneurship, productivity growth and innovation** by reforming the regulatory framework to encourage private investment in the green economy, support new demands of social equity and thereby promote a new ecosystem of small, medium-sized and large enterprises that can take advantage of the new opportunities and generate employment. As the business community is becoming increasingly active in a just transition, conducive policies are required to facilitate and regulate the business environment to ensure a mutually reinforcing interaction between private and public actors towards socially desirable outcomes. For more information, please see *ILO. 2023.* [*Achieving a just transition towards environmentally sustainable economies and societies for all*](https://www.ilo.org/wcmsp5/groups/public/---ed_norm/---relconf/documents/meetingdocument/wcms_876568.pdf)*]*

*The* [*ILO Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy*](http://www.ilo.org/mnedeclaration) *(MNE Declaration, 6th edition 2022)* features several principles directed at governments that are relevant in the context of transition laws and policies towards environmentally sustainable economies, namely:

Para 32 - *Governments should carefully study the impact of multinational enterprises on employment in different industrial sectors. Governments, as well as multinational enterprises themselves, in all countries should take suitable measures to deal with the employment and labour market impacts of the operations of multinational enterprises.*

Para 36 - *Governments, in cooperation with multinational as well as national enterprises, should provide some form of income protection for workers whose employment has been terminated.*

Para 37 - *Governments, in cooperation with all the parties concerned, should develop national policies for vocational training and guidance, closely linked with employment. This is the framework within which multinational enterprises should pursue their training policies.*

Para 42 - *Governments, especially in developing countries, should endeavour to adopt suitable measures to ensure that lower income groups and less developed areas benefit as much as possible from the activities of multinational enterprises*.

Para 43 - *Governments should ensure that both multinational and national enterprises provide adequate safety and health standards and contribute to a preventative safety and health culture in enterprises progressively achieving a safe and healthy working environment. This would include steps to combat workplace violence against women and men and attention to building safety. The relevant international labour standards, including the list of occupational diseases, and the ILO codes of practice and guidelines in the current list of ILO publications on occupational safety and health, should also be taken into account. Compensation should be provided to workers who have been victims of occupational accidents or diseases*.

1. Are you aware of any measures, both mandatory and voluntary, at national, regional, and international levels to foster business respect for human rights in the extractive sector, especially in the context of energy transition plans, programs and activities? If so, are these measures effectively enforced and do they provide the necessary coverage in light of evolving circumstances, including energy transition plans? Is greater clarity necessary in some areas of law and policy? What measures may reasonably correct this situation?

Many oil- and gas-producing countries have developed policies and strategies to develop the oil and gas sector and to maximize its **contribution to economic growth and social objectives**. This includes but is not limited to policies to attract foreign direct investment and to local content policies to encourage the participation of domestic enterprises and workers. Such policies may contain elements like **generation of jobs and opportunities for domestic enterprises,** includingby encouraging more oil and gas companies to use local procurement, governments are contemplating both demand- and supply-side policies, such as a mandated percentage of local sourcing of goods and services from domestic businesses or technology transfer requirements, as well as incentives like financial support and tax rebates. However, such policies and strategies rarely contain provisions on other important elements of the Decent Work Agenda, including working conditions, gender equality and rights at work. For more information, please see *ILO. 2022.* [*The future of work in the oil and gas industry*](https://www.ilo.org/wcmsp5/groups/public/---ed_dialogue/---sector/documents/publication/wcms_859846.pdf)*.*

1. What mechanisms or processes should exist at the State level (e.g., inter-ministerial committee, ex ante human rights impact and risk assessment) to assess and ensure that extractive sector operations, including the production and distribution of transition minerals, do not impact negatively human rights? Are these measures effectively enforced and do they provide the necessary coverage in light of energy transition plans, programs and activities?

Implementing just transition commitments and provisions in climate or other policies requires effective **policy coordination and coherence** across different sectors, policy areas and levels of government. In South Africa, the Presidential Climate Commission was established in December 2020 and was tasked with overseeing and facilitating a just transition to a low-carbon, climate resilient economy and society. The Commission set out to develop a just transition framework through extensive consultations with business, unions and community constituents as a means of fostering coordination and coherence in its just transition planning. The framework sets out a vision for a just transition in South Africa, its guiding principles based on the Bill of Rights of the South African Constitution, and its key policy areas, governance arrangements and finance. In addressing governance arrangements, it presents the roles of national and subnational governments and the social partners. The breadth of the policy areas covered – human resource development and skills development; industrial development, economic diversification and innovation; and social protection – underlines the ambition for coherence in the country’s diverse economic and social fabric. For more information, please see *ILO. 2023.* [*Achieving a just transition towards environmentally sustainable economies and societies for all*](https://www.ilo.org/wcmsp5/groups/public/---ed_norm/---relconf/documents/meetingdocument/wcms_876568.pdf)

1. What are the gaps in the development and implementation of existing National Action Plans, legislation, and domestic, regional, or international frameworks (e.g., the Paris Agreement or climate change laws) on business and human rights, particularly in relation to the extractive sector, which if addressed will advance a just and human rights-based energy transition?

Despite the increasing uptake of the notion of a just transition among countries and other stakeholders, the integration of economic, social and employment considerations in climate policies is happening unevenly. This is resulting in **a lack of policy coherence** between many NDCs and climate instruments on the one hand and economic and social policies on the other. Moreover, social dialogue and labour rights have sometimes been left out of policies, which undermines the underlying principles of a just transition. At times, even the environmental sustainability dimension itself has been inadequate to meet the climate and environmental challenges. This can undermine the credibility of a just transition and hinder substantive progress. Hence, there is a need to accelerate efforts in the context of the ILO Guidelines for a just transition. For more information, please see *ILO, 2023.* [*Achieving a just transition towards environmentally sustainable economies and societies for all*](https://www.ilo.org/wcmsp5/groups/public/---ed_norm/---relconf/documents/meetingdocument/wcms_876568.pdf)*.*

Indigenous peoples are directly affected by environmental destruction, which is a leading cause of climate change, such as deforestation, land degradation, and pollution from mining and oil and gas extraction. Yet the explicit **recognition of indigenous or tribal peoples, and of their rights**, remains absent from the legal, policy and institutional frameworks of many countries and from their practice. There are exceptions, however; in Latin America, for instance, 14 countries have ratified Convention No. 169, while in Bangladesh and India, special legal provisions have been adopted for the protection of certain tribal groups. Even in those countries, while some progress has been made towards securing the rights of the peoples concerned, implementation remains a major issue. In other countries, the absence of recognition of indigenous peoples has had severe repercussions for the protection of their rights, which in turn is crucial for tackling structural problems that perpetuate their social and economic exclusion and marginalization. For more information, please see *ILO. 2017.* [*Indigenous peoples and climate change*](https://www.ilo.org/wcmsp5/groups/public/---dgreports/---gender/documents/publication/wcms_551189.pdf)*. and ILO. 2019.* [*Committee of Experts on the Application of Conventions and Recommendations – Indigenous and Tribal Peoples Convention, 1989 No.169*](https://www.ilo.org/wcmsp5/groups/public/---ed_norm/---normes/documents/publication/wcms_717509.pdf). Please also see comments from the CEACR in relation to the measures that governments need to take to ensure the right of indigenous peoples to participate in the use, management and conservation of the natural resources pertaining to their lands. (below hyperlinks to a number of examples ; please go under article 15). The ILO recently launched [an e-learning on enterprises and indigenous peoples](https://www.ilo.org/americas/sala-de-prensa/WCMS_867695/lang--en/index.htm) that to help enterprises gain a better understanding of the strategic relevance of a good engagement with indigenous peoples in their areas of operation. The training course, developed by the Responsible Business Conduct in Latin America (RBCLAC) project, is addressed to employers’ organizations and their members, as well as enterprises operating in Latin America. The [e-learning is available in Spanish](https://cursoempresasypueblosindigenas.org/), and it is composed of four interactive modules, which offer a range of concrete tools for enterprises and an actionable checklist tailored to each participant. The e-learning was developed in consultation with Employers’ Organizations in the region.

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Peru : [Comments (ilo.org)](https://www.ilo.org/dyn/normlex/en/f?p=1000:13100:0::NO:13100:P13100_COMMENT_ID,P11110_COUNTRY_ID,P11110_COUNTRY_NAME,P11110_COMMENT_YEAR:4120474,102805,Peru,2021)

Honduras : [Comments (ilo.org)](https://www.ilo.org/dyn/normlex/en/f?p=1000:13100:0::NO:13100:P13100_COMMENT_ID,P11110_COUNTRY_ID,P11110_COUNTRY_NAME,P11110_COMMENT_YEAR:4116051,103311,Dominica,2021)

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Dominica : [Comments (ilo.org)](https://www.ilo.org/dyn/normlex/en/f?p=1000:13100:0::NO:13100:P13100_COMMENT_ID,P11110_COUNTRY_ID,P11110_COUNTRY_NAME,P11110_COMMENT_YEAR:4116051,103311,Dominica,2021)

Nicaragua : [Comments (ilo.org)](https://www.ilo.org/dyn/normlex/en/f?p=1000:13100:0::NO:13100:P13100_COMMENT_ID,P11110_COUNTRY_ID,P11110_COUNTRY_NAME,P11110_COMMENT_YEAR:3959423,102780,Nicaragua,2018)

1. How can States harness the potential of energy transition to accomplish important policy objectives related to human rights, such as achieving local empowerment, gender equality, protection of the environment, mitigation of climate change and realising the Sustainable Development Goals?

When formulating and implementing sustainable and **inclusive sectoral and industrial policies** and strategies, governments, employers and workers should pay special attention to the regions, communities, enterprises and workers whose livelihoods might be most impacted by the adoption of new technologies and the transition to greener and circular modes of production. These strategies should acknowledge that the sectoral composition of the workforce is highly gendered, and thus **gender-transformative policies** are needed to allow equal access to jobs and to strengthen mobility across sectors for both women and men. Similarly, the **inclusion of persons with disabilities, ethnic minorities, indigenous peoples and other under-represented groups** in policy dialogue around the transition of sectors is a key strategy in ensuring a just and inclusive transition.

**Gender equality** and **labour rights** are enshrined in the notion of a just transition but are often not integrated or are insufficiently addressed in policies related to a just transition; hence, it is critical to strengthen their mainstreaming and, where appropriate, develop targeted instruments. In addition, structural factors that are the root causes of discrimination and inequality must be tackled through measures that go beyond those linked to a just transition. As a just transition involves substantial changes to societal and economic structures, it also provides an opportunity to redefine gender norms and include all genders as actors of change to maximize the benefits and accelerate the transition towards more equal and sustainable societies. For more information, please see on *ILO, 2023.* [*Achieving a just transition towards environmentally sustainable economies and societies for all*](https://www.ilo.org/wcmsp5/groups/public/---ed_norm/---relconf/documents/meetingdocument/wcms_876568.pdf)*.*

The recognition of the gender dimension in green job opportunities and the **inclusion of gender specific policies within just transition plans and strategies** has yet to be realized on a wide scale. Clear commitments and language highlighting the gender dimension of just transition plans, policies, and programmes need to be introduced in a more systematic way in nationally determined contributions (NDCs), national adaptation plans (NAPs), national biodiversity strategies and action plans (NBSAPs) and Net Zero initiatives and pledges. For recommendations to Governments, workers’ and employers’ organizations on how to do it please access *ILO, 2022.* [*Gender equality, labour and just transition for all*](https://www.ilo.org/global/topics/green-jobs/publications/just-transition-pb/WCMS_860569/lang--en/index.htm)*.*

Transition policy packages need to identify and address not only environmental but also economic and social challenges and opportunities. This requires **social protection** as a key instrument in climate change adaptation and mitigation. Social protection systems can address or even prevent adverse impacts when applied systematically with national climate policies and measures. Guided by international labour standards (such as Convention No. 102 and Recommendation No. 202), governments and social partners should identify, map and quantify the potential social, environmental and economic challenges and impacts related to different scenarios of climate change; include concrete social protection measures when revising and updating existing climate policies and measures (such as NDCs, NAPs and other strategies and plans); build on and strengthen the existing social protection system by applying key principles, including the universality of protection, comprehensive protection, adequate protection and sustainability. For more information, please see *ILO. 2023.* [*Social protection for a just transition*](https://www.ilo.org/wcmsp5/groups/public/---ed_emp/---emp_ent/documents/publication/wcms_867426.pdf)

Corporate responsibility to respect human rights

1. What roles should business enterprises in the extractive sector play to integrate human rights into ongoing energy transition plans and programs to address adverse human rights impacts? Please provide examples if possible.

In order to ensure that labour rights are integrated into transition plans and programmes, enterprises should include provisions that respect the right of workers, provide fair pay and working hours, respect indigenous peoples’ rights, promote workplace diversity and inclusive workplaces. The ILO fundamental principles and rights at work apply to all workers in all sectors. Governments, business and social partners have complementary but different responsibilities in promoting decent work in the extractive sector. States have the duty to protect - adopt, implement and enforce national laws and regulations -, and to ensure that the fundamental principles and rights at work and ratified international labour Conventions apply to all workers, taking into account other international labour standards. Business has a responsibility to respect human and labour rights in their business operations and business relationships, consistent with the UN Guiding Principles and the MNE Declaration, and to comply with national law wherever they do business.

1. Have you seen extractive sector investors play a role in preventing and mitigating, or in exacerbating, negative impacts of energy transition efforts on human rights? Should investors be required to conduct gender responsive HRDD in meaningful consultation with local communities, civil society organizations, Indigenous Peoples, and human rights defenders? What remediation responsibility should investors have?

Financial and banking institutions can support just transition through integrating **just transition criteria** along with social **due diligence assessment** in their investment decision-making processes. For a more information, please see *ILO. 2022.* [*Just Transition Finance Tool for banking and investing activities.*](https://www.ilo.org/global/topics/green-jobs/publications/WCMS_860182/lang--en/index.htm)

Macroeconomic and growth policies should align economic growth with social objectives and with the goals of the Paris Agreement and NDCs. To promote decent work they should also be aligned with international labour standards and complemented by the types of policies, regulations, instruments and incentives that are set out in the ILO Guidelines for a just transition, and be formulated and implemented in consultation with the social partners. Governments can introduce **green fiscal stimulus packages** to counterbalance the current high-level financial support to fossil fuel projects, innovative financing solutions that aim to stimulate the economy with environmental objectives in mind, and the implementation of coherent policy frameworks that enable business mitigation towards sustainable oil and gas production. Fiscal policy needs to be adjusted with **carbon pricing** at the core. Carbon pricing should be introduced at large, be progressive and leveraged among those responsible for emissions, the income rich. Low-income households, least responsible but most impacted by carbon and energy price increases, should be exempted and protected against rising cost of food, housing and transport. A carbon tax could also be used to reduce the incidence of distortionary and regressive labour taxes and thereby reduce labour costs and inequality and maximize the reform benefits.

Revenues from environmental taxes or of fiscal space from fossil fuel subsidy reforms should be **earmarked for just transition and labour market initiatives** including skills training, social protection and job transition schemes towards green growth sectors. For a more detailed information, please see *ILO. 2022.* [*Greening macroeconomic policies: current trends and policy options*](https://www.ilo.org/global/topics/green-jobs/publications/just-transition-pb/WCMS_863317/lang--en/index.htm)*.*

1. What role can the informal economy (e.g., artisanal and small-scale mineral exploitation, including supply chains) play in advancing a just and human rights-based energy transition?

Engaging with informal workers and economic units will be an important element of achieving the goals of a just transition. To this end, it is important to raise awareness of the links between measures for a just transition and formalization strategies and to ensure that the specific challenges faced by workers and micro and small economic units in the informal economy are tackled.

Providing equitable access to skills and lifelong learning for all individuals at all stages of their lives and careers, with targeted measures to meet the needs of disadvantaged and vulnerable groups, including those in the informal economy, will increase the chances of advancing a just transition.

The health of workers in developing countries with a large workforce in the informal economy, inadequate safety regulations and highly physically demanding jobs is particularly at risk, and they are the workers least able to adapt to the consequences of climate and environmental change and take remedial action. Therefore, taking occupational safety and health into consideration is critical to a just transition, as risks may arise not only due to environmental changes, but also in new work processes or hazardous materials used in the transition.

For example, in Argentina, cooperatives have been key in the organization of informal waste-pickers, and following various alliances a national confederation of workers in the informal economy was established. Negotiations with the local government resulted in the legal recognition of workers and measures to improve working conditions and support services. For more information, please see *ILO, 2023.* [*Achieving a just transition towards environmentally sustainable economies and societies for all*](https://www.ilo.org/wcmsp5/groups/public/---ed_norm/---relconf/documents/meetingdocument/wcms_876568.pdf)

The MNE Declaration has specific principles in relation to the informal economy, namely para 21 stating that *Governments should develop and implement an integrated policy framework to facilitate the transition to the formal economy, recognizing that decent work deficits are most pronounced in the informal economy. Multinational and other enterprises should also contribute to this aim.*

1. Should concessions, contracts, and legislation require all business enterprises producing, purchasing, processing, and distributing transition minerals to apply and implement human rights-based impact and risk assessments and due diligence standards, including gender-responsive HRDD and heightened HRDD for conflict-affected areas? If so, how could such processes ensure meaningful participation of impacted communities, particularly vulnerable and historically excluded groups?

In order to ensure that the energy transition does not lead to new forms of social inequality, exclusion, and environmental degradation, sectoral policies must ensure respect for the labour rights of workers mining “technology-critical” minerals, building low-carbon technologies, and processing e-waste (such as decommissioned solar panels and turbines), and the livelihoods and land rights of those impacted by renewables projects and its supply chain (for example, fishers affected by wind power developments). In this regard, some stakeholders are calling for an expanded notion of the **just transition to include a whole of supply-chains approach with a special emphasis on human rights and circularity** (e.g., directing efforts towards recovering critical minerals rather than embarking upon socially and ecologically costly new extractive projects). For more information, please see *ILO, 2022.* [*Sectoral Policies for a Just Transition towards Environmentally Sustainable Economies and Societies for All*](https://www.ilo.org/global/topics/green-jobs/publications/just-transition-pb/WCMS_858856/lang--en/index.htm)

Access to remedy

1. What measures and mechanisms should be provided by extractive sector legislation, bilateral investment treaties, concessions, and contracts to allow individuals or communities affected by extractive activities to seek effective remedy for business-related human rights abuses? What remedies are best suited for this sector?

Negative environmental impacts from oil and gas extraction result in threat to livelihoods, cultures, identities and ways of life of **indigenous and tribal peoples** who continue to be excluded from decision-making processes, often lacking recognition and institutional support. As a result of this exclusion, they can be adversely affected by actions to combat climate change. Such barriers also **limit their access to remedies**, weaken their **ability to mitigate and adapt to climate change**, and consequently risk jeopardizing the advances made in securing their rights. They also undermine the invaluable contributions that indigenous peoples can make towards strengthening climate action.

Effective and meaningful participation in decision-making, as envisaged in the ILO Indigenous and Tribal Peoples Convention, 1989 (No. 169) and the ILO Employment and Decent Work for Peace and Resilience Recommendation, 2017 (No. 205) should embrace a long-term, inclusive and integrated approach and take place in an enabling institutional environment to strengthen the opportunities to find common solutions, including in provision of access to remedies.

To advance a just transition for all, particularly in sectors such as energy, transport and infrastructure, ensure consultations with and participation of indigenous peoples in the design and implementation of development and climate projects. Indigenous communities should benefit from such projects, including from decent work opportunities created by them. Partnerships with employers’ and workers’ organizations could be beneficial in this regard. For more information, please see *ILO. 2022.* [*Indigenous peoples and a Just Transition for All*](https://www.ilo.org/wcmsp5/groups/public/---ed_emp/---emp_ent/documents/publication/wcms_860607.pdf)*.*

Good practices and other comments

1. Please provide examples of good practices regarding the integration of human rights issues in the extractive sector in the context of the energy transition.

Ørsted is an example of an energy company that has transformed its main business from oil and gas to renewables. In 2009, the company made 92 per cent of its revenues from fossil fuels and was responsible for one third of Denmark’s CO2 emissions. It then announced a strategic shift to its business model and set a target to generate 85 per cent of heat and power from renewable sources by 2040, and has since become the world’s leading offshore wind power producer. To reach its goal, Ørsted had to review its supply chain, its competencies, and its financing models. The company recognized that to achieve its objectives it must drive a “just, local and enabling transition”. Among their many concerns, **workers’ health and well-being as well as the guarantee of human rights throughout their supply chain** were central. The **company has engaged actively with trade unions in the process**, and has recently signed a comprehensive agreement with North America’s Building Trades Unions to build an equitable offshore workforce, and is thus seeking to create fair and equitable green jobs and listen to local communities. For more information, please see *ILO. 2022.* [*The future of work in the oil and gas industry*](https://www.ilo.org/wcmsp5/groups/public/---ed_dialogue/---sector/documents/publication/wcms_859846.pdf).

ILO produced several policy briefs that although produced a few years ago might still be relevant in the context of the current discussions on ensuring energy transitions are just:

* [Inclusive business practices in Africa's extractive industries](https://www.ilo.org/empent/areas/mne-declaration/WCMS_449662/lang--en/index.htm)
* [Enterprise Formalization – what role for MNEs?](https://www.ilo.org/global/topics/employment-promotion/small-enterprises/WCMS_533197/lang--en/index.htm)
* [Restructuring for recovery and resilience in response to the COVID-19 crisis](https://www.ilo.org/empent/areas/covid-19/briefing-notes/WCMS_742725/lang--en/index.htm)
* [The Role of Multinational Enterprises in the Promotion of Decent Work in Rural Areas](https://www.ilo.org/global/topics/economic-and-social-development/rural-development/WCMS_437188/lang--en/index.htm)

1. Are there any specific recommendations to States, businesses (including investors), civil society, UN bodies and National Human Rights Institutions that would help further advance a just and human rights-based energy transition in the extractive sector? Any other comments or suggestions about the forthcoming report are also welcome.

The ILO [Technical meeting on the future of work in the oil and gas industry](https://www.ilo.org/sector/activities/sectoral-meetings/WCMS_824081/lang--en/index.htm), having met in Geneva from 28 November to 2 December 2022, adopted conclusions towards the advancement of decent work in the industry. The conclusions were agreed by representatives of governments, employers and workers – the tripartite constituents of the ILO – and highlight the “imperative to limit global warming will offer new opportunities for oil and gas countries and companies to contribute to the transition to cleaner energy sources.“ They also stress that “Social dialogue is key to addressing sectoral, temporal, geographical and potential structural misalignments between job losses and job creation and to leveraging the benefits of the energy transition to foster sustainable enterprises and decent jobs”.  They can be found [here](https://www.ilo.org/wcmsp5/groups/public/---ed_dialogue/---sector/documents/meetingdocument/wcms_863414.pdf).