



BRIDGING THE GAP IN THE PURSUIT OF SUSTAINABILITY: A FOCUS ON WORKERS

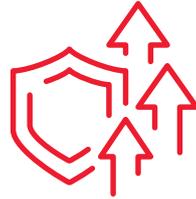
Key Insights

Research Partnership between **National Trades Union Congress (NTUC)**, **NTUC LearningHub** and the **Lee Kuan Yew Centre for Innovative Cities**, **Singapore University of Technology and Design**

THE CHALLENGE



Climate change presents significant challenges to sustainable development.



Trade unions represent workers and are vital actors in facilitating sustainable development, particularly with the high priority they give to protecting working and related natural environments.



Climate change policies will have impacts on the labour market and the interests of workers need to be represented.



WHAT IS A JUST TRANSITION?

A "Just Transition" contributes to the goals of decent work for all, social inclusion, and the eradication of poverty. It is the idea that the transition to a more sustainable and equitable economy or society should be fair and equitable for all stakeholders, including workers, communities, and marginalised groups. It involves ensuring that affected individuals and communities have the support and resources they need to adapt and thrive in the new economic and social environment.



THE AMBITION



The National Climate Change Secretariat and the Ministry of Sustainability and the Environment announced in Oct 2022 that Singapore will raise its national climate target to achieve net zero emissions by 2050.



The Labour Movement works closely with its tripartite partners to support Singapore in achieving its climate targets.



The Labour Movement must tap on opportunities to ensure that Singapore's green transition is a just one.

THE RESPONSE

To support the Just Transition in Singapore in the coming years, the Labour Movement could focus on two aspects:

Building Greater Partnerships

- Set up Just Transition Committees at the levels of company, industry, and nation.
- Work with training providers to widen current offerings or training courses and programmes related to sustainability.
- Provide personalised transition support for workers using the task-skills-based approach to identify transition opportunities.

Expanding Existing Labour Movement Activities

- Create a Transition Lab where the Labour Movement brings employers, workers and relevant stakeholders together regularly to explore, discuss and problem-solve transition-related issues that affect workers.

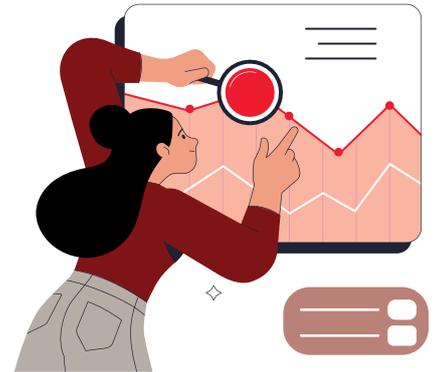
Full list of recommendations and further details on each recommendation may be found in the report.

THE DATA

An online survey was conducted with **1,000** Singaporean and Permanent Resident workers in October 2022.



Despite the ongoing push for sustainability, workers' top concerns today and in the next decade were the **cost of living** and **livelihoods**. Climate change was of less concern. Even among workers with strong pro-environmental attitudes, the **cost of living** and **livelihoods** were greater priorities.



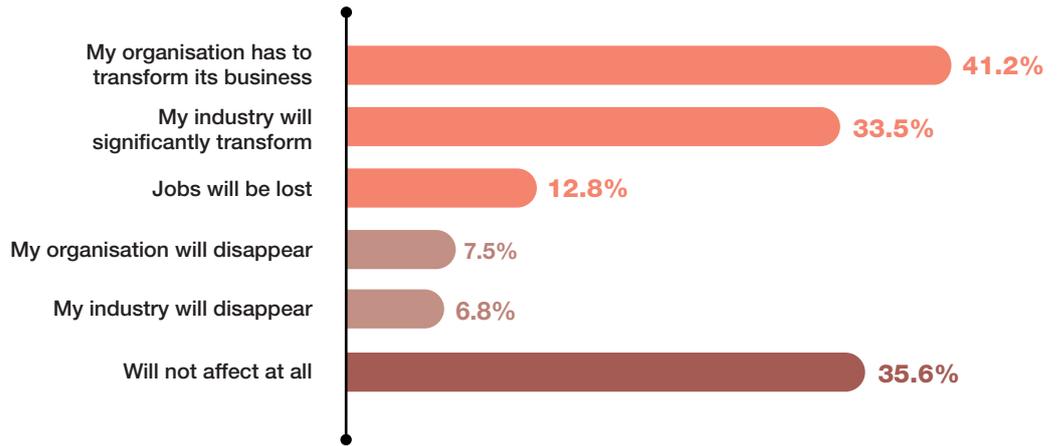
Top 3 Urgent Issues Today

- 1  Cost of Living
- 2  Ensuring Job Opportunities Exist
- 3  Physical and Mental Well-Being of Workers

Top 3 Urgent Issues in a Decade

- 1  Cost of Living
- 2  Ageing Population
- 3  Ensuring Job Opportunities Exist

PERCEIVED CLIMATE CHANGE-RELATED IMPACT ON ORGANISATIONS BY WORKERS



PRIORITISING ORGANISATIONAL JUST TRANSITION FOCUS

Ensuring clear and viable job transition pathways for workers was reported by survey respondents to be the most important focus they would expect of organisations in a Just Transition, followed by providing continuous training and learning opportunities and the longevity of the organisation's business model. Focusing on minimising carbon emissions was the least important.



DO WORKERS CONSIDER CLIMATE CHANGE WHEN SEEKING JOBS?

The organisation's contribution towards mitigating climate change was the least important factor for respondents.



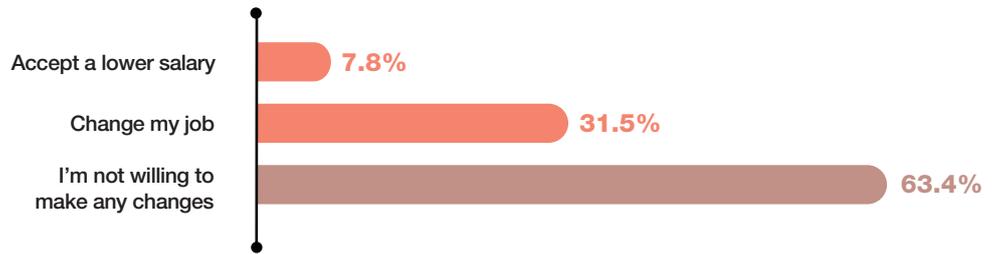
IN ORDER OF IMPORTANCE, THE FOLLOWING ARE WHAT WORKERS VALUE MOST IN SEEKING EMPLOYMENT:

- 1  Salary
- 2  Work-Life Balance
- 3  Career Development Opportunities
- 4  Purpose and Meaning of Job Role
- 5  Organisation Culture
- 6  Organisation Size
- 7  Organisation's Contribution Towards Mitigating Climate Change

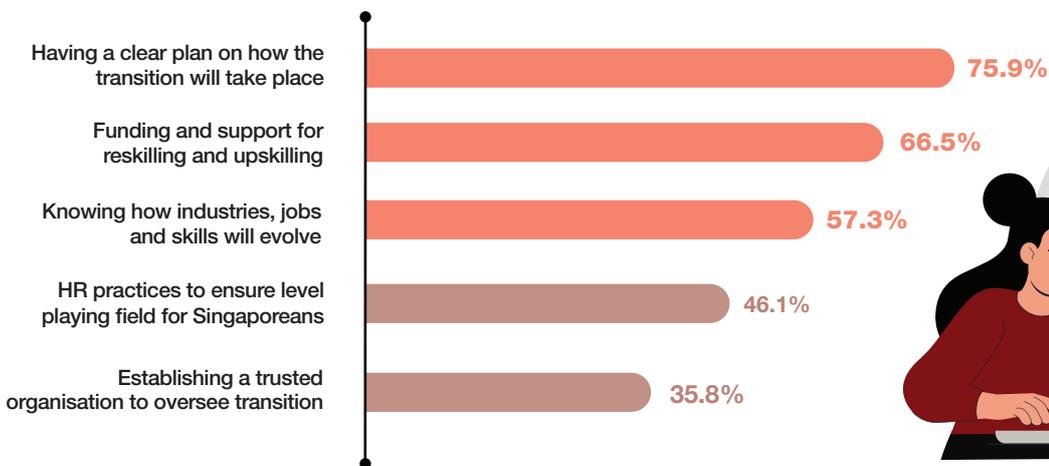
WORKERS' WILLINGNESS TO TAKE UP GREEN JOBS



When workers were asked about the trade-offs that they were willing to accept to work for an organisation that contributes positively to climate change, most were generally **unwilling to accept** changes to the status quo for a greener job.



ASSURING WORKERS IN A JUST TRANSITION



HOW WORKERS VIEW THE ROLE OF UNIONS IN A JUST TRANSITION



To view the full report, visit www.ntuc.org.sg/Research-PursuitOfSustainability

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