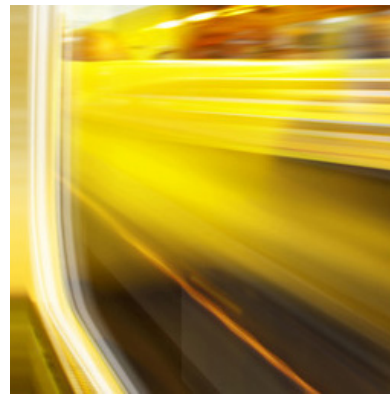


W3 INTERNATIONAL CONFERENCE 2013

Work in a Warming World Labour, Climate Change and Social Struggle

Keynotes, Plenaries, Sessions, Speakers and Abstracts



November 29 • December 1 2013
University of Toronto
Woodsworth College



W3 | Work in a Warming World

FINAL

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W3 International Conference 2013

Work in a Warming World: Labour, Climate Change and Social Struggle

November 29 - December 1, 2013

University of Toronto · Woodsworth College
119 St. George Street Toronto, On, Canada M5S 1A9

Sponsors and Supporters

Many organisations have sponsored and supported the conference. Woodsworth College and the Centre for Industrial Relations and Human Resources at the University of Toronto have provided space, logistical support, and creativity. Queen's, Simon Fraser, York and Toronto universities have supported student presenters. The 14 organisations whose logos are below have contributed financial and logistical support and have made it possible for students and young workers to attend. We especially wish to thank the Social Science and Humanities Research Council of Canada for its central role in supporting the Work in a Warming World project.



LABOR NETWORK
FOR SUSTAINABILITY



Canadian Labour Congress
Congrès du travail du Canada



UNIFOR
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Social Sciences and Humanities
Research Council of Canada

Conseil de recherches en
sciences humaines du Canada



Welcome



Hello all,
Welcome to the Work in a Warming World Conference!

Who ever knew? We had no idea that the conference would become so international. And with its unexpected cosmopolitanism, the range of issues, but also the strategies of response, have broadened and deepened—not only for us in Canada, but hopefully for all of you as well. One of the things this conference is about is putting our experiences together to better craft real, worker-led strategic response to climate warming. *At the end of the conference, we'll bring together tactics and strategies as a way to move forward.*

The conference grows out of the work of the Work in a Warming World research team: academics, trade unions, industrial sector councils, environmental groups, in a research alliance which is funded by Canada's national Social Science and Humanities Research Council—SSHRC. Our work has been mainly Canada-focused...but always eager to know more about what labour environmentalists and good governments are doing elsewhere in the world. Because we need all the good ideas we can get, here in Canada's chilly climate. I should add that in 2011 the Canadian federal government announced that it would cease to fund more than one hundred industrial sector councils. In 2013 we therefore lost four of our member groups.

This conference has become bigger, and more international, than we expected. We had no idea, though, when we put out the call for papers for this conference, how broad and deep and effective was the work going on around the world. Aware as we are of the EU's leadership, Australia's carbon tax, the initiatives fragmented across Canada and in the US northeast and west, and the tenacious roadblocks thrown up by America's and Canada's resource elites, W3's call for papers also brought us case studies from Benin, Ethiopia, Uganda, Kenya, Australia, New Zealand, Nepal, India, Pakistan, Bangladesh, Nigeria, Sweden, the UK, Italy, the Philippines and the US. Global federations like the International Trade Union Confederation and UNI-Global Union, which are truly transnational, have much to say about what workers are already doing to reduce greenhouse gases. Global alliances like the Wastepickers will tell the story of the crucial role of informal employment in environmental responsibility, sources of activism that mainstream research tends to overlook. These global alliances also raise intriguing possibilities about sectoral bargaining.

All told, we received about 90 abstracts. Sadly, some of the presenters from Africa and Asia were unable to obtain visas, or to obtain them in time for the conference. But we have plans to let them be heard.

What do we hope to accomplish in this conference? Three things.

- First, share knowledge about what works, and widen the use of effective tactics and strategies to many countries and sectors.
- Second, build research and action links among groups and individuals who would not have learned about each others' work otherwise.
- Third, create real mechanisms for an ongoing sharing of information, analysis, and support, across all the continents.

Work well folks, over these three days.

Carla Lipsig-Mummé
Director

Agenda

Friday, November 29, 2013

8:00am	Kruger Hall	Registration
8:00am	Kruger Hall	Breakfast
9:15am	Kruger Hall	Welcome Joe Desloges, Principal, Woodsworth College
9:30am	Kruger Hall	The Conference and its Goals Carla Lipsig-Mummé, Director, Work in a Warming World, and Professor of Work and Labour Studies, York University, Canada
10:00am		Break
10:15am	BL 205 WW126	Session 1 Environment/Labour, Social Movements & Coalitions Workers' Capital and Pension Fund Environmentalism: Strategy, Contradictions and Politics
11:30am	Kruger Hall	Plenary: The Work of Scientists Science, Law and Politics: Environmental Decision-Making in the Harper Era Chris Tollefson , Professor, University of Victoria; Hakai Chair in Environmental Law and Sustainability; Executive Director, Environmental Law Centre Chair: Marjorie Griffin Cohen , Professor of Politics and Womens' Studies, Simon Fraser University, Canada
12:30pm	Kruger Hall	Lunch
1:30pm	Kruger Hall	Plenary: Canadian Labour and Climate Change The Climate Crisis: Danger, Opportunity and Hard Questions for Labour Hassan Yussuff , Secretary-Treasurer, Canadian Labour Congress Chair: Charley Beresford , Executive Director, Columbia Institute
2:15pm	Kruger Hall	Plenary Panel: Labour, Work and Climate Leadership: North America • Green Jobs, from Vision to Reality...The Road Ahead Jim Sinclair , President, British Columbia Federation of Labour • Is it Possible to Leverage Collective Bargaining for Climate Action? Deborah Bourque , Policy-Planning Director, Hospital Employees' Union, Canadian Union of Public Employees (CUPE) • US Labor and the Climate Crisis Joe Uehlein , Executive Director, Labor Network for Sustainability, US. Chair: Larry Brown , Secretary-General, National Union of Public and General Employees
3:30pm		Break

3:45pm	WW126	Session 2 Unions and Climate Change I: Declining Industries
	WW121	Greening the Built Environment I: Canada
	WW120	Public Policy and the Age of Austerity
5:00pm	Kruger Hall	Registration for David Miller Keynote Address (required for non-conference attendees only)
5:45pm	Kruger Hall	PUBLIC EVENT Keynote Address Just and Green Cities David Miller, CEO and President, World Wildlife Fund Canada Introduction: Carla Lipsig-Mummé Chair: Charles Campbell
6:45pm	Kruger Hall	RECEPTION FOR DAVID MILLER

Saturday, November 30, 2013

7:30am	Kruger Hall	Registration
7:30am	Kruger Hall	Breakfast
8:30am	WW119	Session 3 Unions and Climate Change II: Crossing Boundaries
	WW120	Energy I: Critical Perspectives on Renewables: Bioenergy and Biofuel Development
9:45am		Break
10:00am	W025	Session 4 Community, Livelihood and Environmental Impacts
	WW119	Cities, Communities, Work and Climate Change
	WW120	Unions and Climate Change III: Green Law, Just Transition and Labour's Climate Leadership
11:30am	Kruger Hall	Keynote Address Philip Jennings, General Secretary, UNI Global Union Introduction: Carla Lipsig-Mummé Chair: Denis Lemelin
12:30pm	Kruger Hall	Lunch
1:30pm	Kruger Hall	Plenary Panel: Labour Environmentalism: Volatilities, South and North • Unions, Climate Change and Global Unequal Power Relations Nora Räthzel, Professor of Sociology, Umeå University, Sweden

- **Wastepickers and Climate Change**
Rhonda Douglas, Global Projects Advisor, Women in Informal Employment: Globalizing and Organizing (WIEGO)
 - **Climate Change, Tourism and Work: South Pacific Micro-States in Perspective**
Simon Milne, Professor and Director, New Zealand Tourism Research Institute, AUT University, New Zealand
 - **How Can the Construction Sector Become Greener?**
Linda Clarke, Professor and Director, ProBE: Centre for Production of the Built Environment, University of Westminster, UK
- Chair: Patricia E. (Ellie) Perkins**, Professor of Environmental Studies, York University, Canada

2:45pm	WW126	Session 5 Gender and Climate Change I
	WW119	Green Training
	WW120	Greening Healthcare Workers
4:00pm		Break
4:15pm	WW126	Session 6 Greening the Built Environment II: International Perspectives
	WW119	Climate Justice and Social Exclusion
	WW120	Writing and Publishing: Early Scholars Workshop
5:30pm	Kruger Hall	RECEPTION FOR PHILIP JENNINGS

Sunday, December 1, 2013

8:00am	Kruger Hall	Registration
8:00am	Kruger Hall	Breakfast
9:15am	WW119	Session 7 Energy II: Critical Perspectives on Renewables-Scenes from Canada and Abroad
	WW120	Gender and Climate Change II
	WW126	Youth and Climate Change
10:45am		Break
11:00am	Kruger Hall	Roundtable: Organising and Mobilising Together: First Nations and Labour <ul style="list-style-type: none"> • Rhonda Douglas, Global Coordinator, Global Alliance of Wastepickers, WIEGO (Women in Informal Employment: Globalizing and Organizing) • Ron Rousseau, Canadian Labour Congress; President, CUPW Whitehorse; 2nd Vice-President, Yukon Federation of Labour; Director, Yukon NDP
		Chair: Donald Lafleur , 4th Vice-President, Canadian Union of Postal Workers CUPW-STTP

Keynote Speakers

DAVID MILLER

CEO and President, World Wildlife Fund Canada



David Miller is President and CEO of World Wildlife Fund – Canada, Canada’s foremost conservation organization. The WWF creates solutions to the most serious conservation challenges facing our planet, helping people and nature thrive.

David Miller was Mayor of Toronto from 2003 to 2010 and Chair of the influential C40 Cities Climate Leadership Group from 2008–2010. Under his leadership, Toronto became widely admired internationally for its environmental leadership, economic strength and social integration. He is a leading advocate for the creation of sustainable urban economies, and a strong and forceful champion for the next generation of jobs through sustainability.

Mr. Miller continues to be associated with a variety of public and private organizations, and is the Future of Cities Global Fellow at Polytechnic Institute of New York University (NYU-Poly). In his former capacity as Counsel, International Business & Sustainability at Aird & Berlis LLP, he advised companies and international organizations on issues surrounding the creation of sustainable urban economies.

David Miller is a Harvard trained economist and professionally a lawyer. He and his wife, lawyer Jill Arthur, are the parents of two children.

PHILIP JENNINGS

General Secretary, UNI Global Union



Philip J. Jennings has been General Secretary of UNI Global Union since its creation in 2000. Educated in Cardiff, Philip graduated from Bristol Polytechnic with a business studies degree, followed by an M.Sc. from the London School of Economics. His experience in the trade union movement began as an organizer with the then National Union of Bank Employees, which became UNITE, the UK's largest union. First employed in the research department, he went on to work with the General Secretary.

In January 1980 Philip joined the international white collar workers' federation FIET, where he headed the Financial Services department. He became its General Secretary in 1989. From 1997, Philip worked to create a new global union spanning skills and services. The result was the creation of UNI Global Union in 2000. UNI brought together four international trade union federations –FIET (International Federation of Commercial, Clerical, Professional & Technical Employees), MEI (Media and Entertainment International), IGF (International Graphical Federation) and CI (Communications International, formerly PTTI). Today UNI's membership and influence continue to grow, and the organization counts 20 million members in 150 nations and 900 unions. UNI is a real force in Europe, Africa, the Americas and Asia and the Pacific.

Philip was elected General Secretary at UNI's Founding Congress in Berlin, and re-elected in Chicago in 2005 and Nagasaki in 2010. The Nagasaki World Congress was a turning point for the organisation, with the adoption of UNI Global Union's Breaking Through Strategic Plan. Breaking Through includes a 40% gender balance rule in key decision-making bodies at UNI. To date, UNI has negotiated 40 global agreements, with notable firsts in the UK, Malaysia, Indonesia, Japan, Brazil and South Africa. They cover over 10 million people.

In a globalization process gone wrong, Philip sees unions as part of the solution to build a sustainable and fairer global economy. He firmly believes that it is time for big business to work together with global unions for a more responsible world.

Bios



PLENARY SPEAKERS

THE WORK OF SCIENTISTS

Science, Law and Politics: Environmental Decision-Making in the Harper Era

Friday, November 29, 11:30am - Kruger Hall



Chris Tollefson

Professor, University of Victoria; Hakai Chair in Environmental Law and Sustainability & Executive Director, Environmental Law Centre

Chris Tollefson is the founder of the University of Victoria's Environmental Law Centre, home of Canada's first clinical program in public interest environmental law. The ELC's work recently led to a ongoing investigation by the Information Commissioner of Canada into the muzzling of Canadian scientists. He is a past-President of the Ecojustice Legal Defence Fund, and was counsel in the Enbridge Northern Gateway pipeline hearings for the intervenors BC Nature and Nature Canada.

CANADIAN LABOUR AND CLIMATE CHANGE

The Climate Crisis: Danger, Opportunity and Hard Questions for Labour

Friday, November 29, 1:30pm - Kruger Hall



Hassan Yussuff

Secretary-Treasurer, Canadian Labour Congress

Canadian Labour Congress Secretary-Treasurer Hassan Yussuff has come from the factory floor of automotive manufacturing plants to the second-highest position in the country's labour movement. Hassan has a long history of remarkable achievements, becoming the CLC's first person of colour elected to an executive position in 1999 as Executive Vice-President. In 2002, he was elected to the first of his four terms as Secretary-Treasurer. Hassan has been a highly active union leader not only in Canada, but also in the international arena. He was recently elected to a four-year term as president of the Trade Union Confederation of the Americas (TUCA), which represents more than 50 million workers belonging to 50 active trade union affiliates in 29 countries, including Canada, the U.S., Brazil and other nations in Latin America. TUCA belongs, in turn, to the International Trade Union Confederation (ITUC), with headquarters in Brussels. The CLC is the national voice of the labour movement, representing 3.3 million Canadian workers.

PLENARY PANELS

LABOUR, WORK AND CLIMATE LEADERSHIP: NORTH AMERICA

Friday, November 29, 2:15pm - Kruger Hall

Deborah Bourque

Policy Planning Director, Hospital Employees' Union
Canadian Union of Public Employees (CUPE)

Is it Possible to Leverage Collective Bargaining for Climate Action?

Deborah Bourque is the Coordinator of Policy and Planning for the Hospital Employees' Union, the Health Care Division of CUPE in B.C. She is the former national president of the Canadian Union of Postal Workers (CUPW), a position she held from 2002 to 2008. Prior to being elected the first woman president of CUPW, she was a national leader in that union for two decades. Deborah is a long-time activist in the national and international labour movement and the broader struggle for social justice.

Ron Rousseau

Anishnaabe (Ojibwe) Aboriginal Vice-President, Canadian Labour Congress;
President, CUPW Whitehorse; 2nd Vice-President, Yukon Federation of
Labour; Director, Yukon NDP

Why Labour Must Lead the Fight for the Planet

I am an activist who believes in a better tomorrow for me, my co-workers and the next generation. I have been trying to keep up to date on this government's attack on Aboriginals as they continue to exploit the land and water without consultation with the Aboriginal Peoples. I have found the Idle No More movement a great way to be speaking to First Nation people about what the government is doing and what we need to do to hold them accountable. I continue to look at making equity in the workplace and the labour movement a priority.

Jim Sinclair

President, British Columbia Federation of Labour

Green Jobs, From Vision to Reality... The Road Ahead

Jim Sinclair is President of the British Columbia Federation of Labour, the umbrella organization that represents 54 unions and 450,000 private and public sector employees in the province. He was elected to that position in 1999 after serving more than 18 years in the United Fishermen and Allied Workers' Union - CAW. During his career in the fishing industry Jim served as Associate Editor of the Fisherman's Newspaper, Health and Safety Director, Staff Representative, and spent the last eight years as an elected leader of the union.

During his term at the Federation of Labour, the federation has grown by more than 75,000 members as unions representing teachers and Workers' Compensation board employees joined the central labour body.

Jim began his working career as a journalist, working in both radio and print media. He was editor and contributor to *Crossing the Line*, a book on the North American Free Trade Agreement. He also served on the Board of the Vancouver Richmond Health Authority for four years and on the Board of B.C. Hydro for four years.

Joseph B. Uehlein

Executive Director, Labor Network for Sustainability (US)

US Labor and the Climate Crisis

Joe Uehlein is the Founding President and Executive Director of the Labor Network for Sustainability, and Voices for a Sustainable Future. Before that, Joe was the former Secretary Treasurer of the AFL-CIO's Industrial Union Department and former director of the AFL-CIO Center for Strategic Campaigns. Joe spent over 30 years doing organizing, bargaining, and strategic campaign work in the labour movement. Joe also served as the Secretary to the North American Coordinating Committee of the International Federation of Chemical, Energy, and Mine Workers union (ICEM). He is a founding board member of Ceres, a member of the National Advisory Board of the Union of Concerned Scientists, and served as a senior strategic advisor to the Blue Green Alliance for five years. He also served on the United Nations Commission on Global Warming in the 1990's. Joe completed a Fellowship on Sustainability and Jobs at Georgetown University's Kalmanovitz Initiative for Labor and the Working Poor (2012-13). In the early 1970's he worked in an aluminum mill as a member of the United Steelworkers of America, and on heavy and highway construction projects as a member of the Laborer's International Union of North America.

LABOUR ENVIRONMENTALISM: VOLATILITIES, SOUTH & NORTH

Saturday, November 30, 1:30pm - Kruger Hall

Linda Clarke

Professor and Director, ProBE: Centre for Production of the Built Environment, University of Westminster (UK)

How Can the Construction Sector Become Greener?

Dr. Linda Clarke is Professor of European Industrial Relations in the Westminster Business School, University of Westminster, and Director of the Centre for the Study of the Production of the Built Environment (ProBE). She has long experience of comparative research on labour, labour history, equality and diversity, vocational education and training (VET), skills, and wage relations in a range of European countries. She has particular expertise in the construction sector in Europe and is on the Board of the European Institute for Construction Labour Research (CLR) (www.clr-news.org). Her most recent projects have concerned oral labour history (Constructing post-war Britain: building workers' stories 1950-70), VET and qualifications for different construction and wood occupations in different European countries and for low energy construction, and employment conditions and subcontracting, including on the Olympic site. Her co-authored publications include: *Knowledge, Skills, Competence in the European Labour Market: What's in a Qualification?* (Routledge, 2011); *Bricklaying is more than Flemish Bond: Bricklaying Qualifications in Europe* (CLR, 2010); *Vocational Education: International Approaches, Developments and Systems* (Routledge, 2007); *Women in Construction* (Reed, 2004); and (single-authored) *Building Capitalism: Historical Change and the Labour Process in the Production of the Built Environment* (Routledge, 1992).

Rhonda Douglas

Global Projects Advisor, Women in Informal Employment: Globalizing and Organizing (WIEGO)

Wastepickers and Climate Change

Rhonda Douglas holds a Master's degree in Management for the Voluntary Sector from McGill University in Montréal, Canada, as well as an MFA from the University of British Columbia. Over the past twenty-plus years, she has worked with groups as diverse as UNICEF Canada, CARE Canada, CARE International, and Amnesty International Canada, among others. Her field of specialty is strategy, organizational development and capacity-building. Since late 2006, Rhonda has been the Global Projects Advisor for Women in Informal Employment: Globalizing and Organizing (WIEGO), supporting membership-based organizations of informal workers.

Nora Räthzel

Professor of Sociology, Umeå University (Sweden)

Unions, Climate Change and Global Unequal Power Relations

Nora Räthzel is Professor of Sociology at Umeå University, Sweden. Her research interests include work and nature, trade unions' environmental policies, globalisation and transnational corporations. Nora's latest publication with David Uzzell, is *Trade Unions in the Green Economy. Working for the Environment* (Routledge/Earthscan, 2013).

Simon Milne

Professor and Director, New Zealand Tourism and Research Institute, AUT University (New Zealand)

Climate Change, Tourism and Work: South Pacific Micro-States in Perspective

Simon Milne is Professor of Tourism at AUT and has directed the New Zealand Tourism Research Institute since its establishment in 1999. Simon completed his PhD in economic geography at Cambridge University in 1989 and then taught at McGill University, Montreal for 10 years before returning to New Zealand. Simon's research focuses on strengthening the links between tourism and community economic development. He has considerable international experience in local and regional linkage assessment, tourism strategy development, small and medium enterprise performance, training needs assessment and industry sector analysis. For nearly thirty years, Simon has advised a number of international agencies in the South Pacific region including: the United Nations Development Program, the United Nations Environment Program, the European Union and NZAID. In much of this work, Simon has addressed the impacts of climate change on microstate tourism sectors and those workers and communities that depend on the industry.

CONFERENCE CHAIRS

Carla Lipsig-Mummé

Carla Lipsig-Mummé holds a PhD from Université Montréal and is a Professor of Work and Labour Studies at York University. Founding Director of York's Centre for Research on Work and Society (1990-2001), she was Research Professor of Political and Social Inquiry and Associate Dean of Research at Monash University. Carla has also taught at Queen's and Laval universities and held visiting and honorary positions at research institutions in Russia, the UK, and Australia. Born into a labour family, Carla organised garment workers in New York and San Francisco, migrant farmworkers in the Coachella Valley, and worked as an educator and negotiator for Québec's CSN and CSQ. In the 1990s, she worked with Russian unions on their difficult transformation to independent workers' organisations. From 2004 to 2008 Carla was a national councillor of Australia's National Tertiary Education Union.

Author of more than 200 works, in 2009 Carla jointly authored a report for the Australian Senate Committee on Employment on *The Effects of Climate Change on Training and Employment Needs*. Her most recent book is *Climate@Work* (Fernwood, 2013). *Work in a Warming World*, co-edited, will be published in 2014. Carla currently directs the Work in a Warming World (W3) programme, a Community-University Research Alliance funded by the Social Science and Humanities Research Council of Canada. She is also a frequent commentator in the international media.

Charley Beresford

Charley Beresford is the Executive Director of the Columbia Institute. As Executive Director, Charley observed the climate change discussions in Copenhagen and regularly contributes research and analysis on emerging sustainability issues. Prior to joining the Institute, Charley worked with public and private sector organizations focused on community development, serving as director of agencies, boards, and commissions in the BC Ministry of Finance. Charley's involvement with community organizations and public policy development includes BlueGreen

Canada, The Green Economy Network, the Social Planning and Research Council of BC, The Canadian Mental Health Association, and twelve years service on the Greater Victoria Board of Education.

Geoff Bickerton

Geoff Bickerton is National Director of Research for the Canadian Union of Postal Workers (CUPW). He has worked for the union in various positions, including labour education, national collective bargaining, preparation of briefs and presentations to the House of Commons, Senate committees, and Federal task forces. He oversees a team of bilingual researchers throughout Canada. He writes on international trends in postal restructuring and comparative best practices among postal unions in environmental adaptation of work. His most recent research is on strategies for labour's responses to climate change (with Carla Lipsig-Mummé and Donald Lafleur, 2013), comparative best practices in climate bargaining in the postal sector (with Sarah Ryan and Karen Hawley 2013, with Sarah Ryan and Meg Gingrich, 2011 and 2013). Geoff is currently Associate Director of Work in a Warming World, a Community-University Research Alliance funded by the Social Science and Humanities Research Council of Canada.

Kean Birch

Kean Birch is an assistant professor in the Department of Social Science, York University. He teaches in the Business and Society program. His research interests cover the political economy of technoscience, innovation and the environment.

Coralie Breen

Coralie Elizabeth Breen is currently working as a planner with the District of North Saanich in the Capitol Regional District, British Columbia. Coralie is near completion of a dissertation of comparative climate change policy and employment impacts between British Columbia, California and New South Wales. As part of her doctoral work, Coralie spent most of 2012 in Australia being hosted by the University of Sydney after receiving an Australian Endeavour Research Fellowship. Coralie's research explores the degree to which workforce planning has been integrated within comprehensive climate change policy and administrative reform interventions.

Coralie was most recently executive producer of the Climate Insights 101 online short course series - a first-of-its-kind interactive educational tool that is attracting a growing global audience-- at the Pacific Institute for Climate Solutions, University of Victoria. Coralie has a Bachelor's degree in Education and a Master's in Urban Planning from the University of British Columbia.

Larry Brown

With degrees in political science and law, Larry Brown has been Secretary-Treasurer of one of Canada's largest unions for over 25 years. Born in southern Saskatchewan, Brown began his interest in social issues while at the University of Saskatchewan, where he served as President of the Saskatchewan Federation of Students. He later became Executive Assistant to the Deputy Minister of Labour, drafting precedent-setting Canadian legislation protecting workers against imminent danger - the right to refuse dangerous work. He also contributed his expertise and talents to the first Occupational Health Act in Canada. Following this, he accepted the position of Chief Staff Officer with the The Saskatchewan Federation of Labour and in 1976 led the provincial organizing team for the national day of protest against wage controls. He was labour's representative on both the provincial task force examining Workers' Compensation and the government's Commission reviewing rent controls. He later became the Chief Executive Officer of the province's largest union, Saskatchewan Government Employees Association (later Union) and served SGEU for seven years. In 1986, he was elected to his current position, where he serves as Chief Financial Officer and one of the spokespersons for the National Union. In addition, Larry is the President of the Canadian Centre for Policy Alternatives, chairs the Public Sector Working Group of the 10 million strong Public Services International and chairs the National Union's Pensions Committee where he is leading the push to expand the control by unions of their members' pension funds and the use of those funds to better the condition of workers through ethical screening, shareholder activism and social investment. He has written and spoken extensively about public finances, debt and deficit issues, the changes in federal provincial financing, public sector restructuring and the resulting changes

in the economic and political structures of Canada that have occurred in the last decade.

John Calvert

John Calvert is a political scientist who teaches in the Faculty of Health Sciences at Simon Fraser University. After completing his PhD from the London School of Economics, he worked for 15 years as a researcher for the Canadian Union of Public Employees (CUPE). His work involved a wide range of public policy and collective bargaining issues. His environmental interest was triggered by his research on waste management and recycling. Representing CUPE, he worked closely with national and provincial environmental organizations in opposing privatization of municipal waste services. He moved to BC in 1992 and subsequently held various positions in the provincial government, including the Ministry of Labour and the Crown Corporations Secretariat, where he worked on electricity policy issues affecting BC Hydro. After leaving government he campaigned against private run-of-river power projects, an activity that culminated in a book, *Liquid Gold: Energy Privatization in BC* (Fernwood, 2007). Subsequently he has published on energy policy for the Canadian Centre for Policy Alternatives (CCPA), *B.C. Studies* and *The Tyee*. He is a collaborator with the CCPA's Climate Justice Project, a 5-year SSHRC funded initiative researching ways to lower BC's carbon footprint.

Dr. Calvert has been involved in the Work in a Warming World project since its inception and is a member of its Committee of Management. His W3 research has examined labour's role in Canada's energy sector and the work of unions in the UK, Denmark and Germany in promoting low carbon construction. He is on the Advisory Board of Simon Fraser University's Morgan Centre for Labour Studies, the Research Advisory Committee of the CCPA and is Treasurer of the Wilderness Committee, BC's largest membership-based environmental NGO.

Charles Campbell

Charles Campbell retired in 2013 as research director for the United Steelworkers Canadian National Office. In that capacity, he represented the union on the Board of BlueGreen Canada and on the Working Group of the Green Economy Network. Previously,

he held positions as research director for the Ontario New Democratic Party Caucus, as researcher for the Ontario Environmental Assessment Board and as Washington, D.C.-based national environment reporter for the Associated Press news agency. His journalism career also included postings in Paris, New York, Toronto, Atlanta and Nashville. He is a member of the Committee of Management for the Work in a Warming World project.

Marjorie Griffin Cohen

Marjorie Griffin Cohen writes on issues related to political economy and public policy with special emphasis on the Canadian economy, women, labour, electricity deregulation, energy and the environment, and international trade agreements. Her most recent books are *Public Policy for Women* and *Remapping Gender in the New Global Order*. Professor Cohen was a director of NewGrade Energy (Saskatchewan) and has served on several boards and commissions in British Columbia including the B.C. Industrial Inquiry Commission on the Fisheries; Board of Directors of B.C. Hydro; Board of Directors of B.C. Power Exchange. She was also instrumental in establishing the Canadian Centre for Policy Alternatives in B.C., was its first Chair, and is on its Board of Directors. She currently is involved in two research projects related to global warming and labour.

John Holmes

John Holmes is Professor Emeritus of Geography at Queen's University in Kingston, Ontario - he recently retired from teaching after 42 years. He received his B.Sc. (Honours) and MA (Social Science) degrees from the University of Sheffield in the U.K. and his Ph.D. from The Ohio State University. He served as Head of the Department of Geography at Queen's from 1993-2004 and as President of the union representing academic staff at Queen's from 2005-07. At Queen's, he has had a long association with the graduate program in Industrial Relations in the School of Policy Studies. He has held visiting appointments at the University of Sussex, the University of Wales, and the University of Manchester, and in 2007 was the Invited Visiting Professor in the Institute of Political Economy at Carleton University. His primary research interests focus on the contemporary restructuring and reorganization of production and work in North

America with an empirical focus on the automobile industry.

Jan Kainer

Jan Kainer is Associate Professor at York University in the Work & Labour Studies Program in the Department of Social Science and in the School of Gender, Sexuality and Women's Studies. Her research and publications are in the area of gender and work with particular focus on equity and women's participation in organized labour. She has published on pay equity, food retail, nurse risk, women in the legal profession, and youth internships. She is currently involved in the SSHRC CURA grant Work in a Warming World in which she is researching the impact of climate change on work in the food sector. Publications include "Exploring Risk in Professional Nursing Practice: An analysis of work refusal and professional risk" (with Barbara Beardwood). *Nursing Inquiry*, (2013); "Gendering Union Renewal: Women's Contributions to Labour Revitalization" in J. Foley and P. Baker (eds.) (2009) *Unions, Equity and the Path to Union Renewal*; "Learning Social Justice? Assessing the Benefits of Work Study Placements for Marginalized Students in Post-Secondary Education" in D. Livingston, K. Mirchandani and P. Sawchuk (eds.) (2008) *The Future of Lifelong Learning and Work: Critical Perspectives*; and *Cashing In on Pay Equity? Supermarket Restructuring and Gender Equality in Employment* (2002).

Ann Kim

Ann Kim is the Coordinator for Work in a Warming World (W3), a SSRHC funded research programme composed of over 40 partner organizations and researchers in 10 universities. Ann coordinates the whole range of W3 activities including the logistical operations of W3 projects and events. She also designs and produces communication initiatives and liaises with W3 researchers. Ann is a graduate of Work and Labour Studies at York University.

Donald Lafleur

Donald Lafleur is the 4th National Vice-President of the Canadian Union of Postal Workers, responsible for staffing, education, and consultation. He has held this elected position since 1994. Donald quickly became involved in the union a little over one year

after starting as a postal worker back in 1978. His involvement in the environment struggle began in making personal choices many years ago and at work when he was appointed to the CLC Environment Committee back in 1996. Donald has since attended many conferences and seminars such as Cochabamba, the Belem Social Forum, and the International Labor Organisation-Global Union Research Network Conference in Brussels to name but three examples. He is also representing CUPW on the Green Economy Network, the Council of Canadians Ad hoc Committee and the Work in a Warming World projects.

Denis Lemelin

Denis Lemelin was elected as the National President of the Canadian Union of Postal Workers in 2008. He has been involved in the union since 1979. Brother Lemelin was also the 2nd National Vice-President of the union from 1999 to 2008. As 2nd National Vice-President, Brother Lemelin was responsible for the national education plan including promoting awareness of union policies and the rights and duties of members as set out in the collective agreement. He was also responsible for the Human Rights issues and childcare. He was involved with the international work particularly around Cuba and Colombia. Previous to his work as 2nd National Vice-President, Brother Lemelin was the director of education in the Quebec region for 10 years. Working as a postal clerk in Sherbrooke, he was the local's vice-president from 1983-1987. He was also coordinator of the "Struggle 88" campaign. Originally from Chicoutimi, Quebec, Brother Lemelin worked in textiles before joining the Post Office.

Warren Mabee

Dr. Warren Mabee is an Associate Professor at Queen's University with appointments in Geography and Policy Studies. He is the Canada Research Chair in Renewable Energy Development and Implementation, with a specialty in bioenergy technology and policy. As the Director of Queen's Institute for Energy and Environmental Policy he has an interest in the intersection between energy issues and other aspects of environmental management. Dr. Mabee's research is networked through the International Energy Agency to initiatives around the world.

Patricia E.(Ellie) Perkins

Patricia E. (Ellie) Perkins is a Professor in the Faculty of Environmental Studies, York University, where she teaches and advises students in the areas of ecological economics, community economic development, and critical interdisciplinary research design. Her research focuses on feminist ecological economics, climate justice, and participatory community and watershed-based environmental education for political engagement. She directed international research projects on community-based environmental and watershed education in Brazil and Canada (2002-2008) and on climate justice and equity in watershed management with partners in Mozambique, South Africa and Kenya (2010-2012). She is an advisory board member for the Green Change Project, focusing on green community development in northwest Toronto. Previously, she taught economics at Eduardo Mondlane University in Maputo, Mozambique, and served as an environmental policy advisor with the Ontario government. She holds a Ph.D. in economics from the University of Toronto.

Elizabeth Perry

Elizabeth Perry is a professional librarian, researcher and editor. In a long career at the library of the Centre for Industrial Relations and Human Resources, University of Toronto, she provided research support to faculty, students, and industrial relations practitioners across Canada and initiated an electronic newsletter called the Weekly Work Report (now named The Perry Work Report). Since 2011 she has served as editor of the Work and Climate Change Report and contributed bibliographic support to the Work in a Warming World project. She is the author of the chapter "Changing Patterns in the Literature of Climate Change and Canadian Work" in *Climate@Work*, (Fernwood, 2013) edited by Carla Lipsig-Mummé.

Rosemarie Powell

Rosemarie Powell is an Eco Entrepreneur with over 15 years of progressive executive management experience working in the charitable sector. In Montreal, she delivered business skills workshops to women promoting the innovative loan circle program and enabling participants to secure micro business loans. While working in the Jane-Finch community,

she started the award-winning Green Change Project promoting environmental stewardship and green jobs. Rosemarie founded the green social enterprise, BIG on Green, which facilitates green workplace transformations drawing from expertise and resources in the local community. Rosemarie is a member of the Good Jobs for All Coalition, the Jane-Finch Green Jobs Coalition and the CAW Sam Gindin Chair in Social Justice & Democracy Advisory Committee at Ryerson University. Rosemarie was recently awarded the YMCA Peace Medallion. She is currently pursuing her masters degree at York University in Environmental Studies.

Sarah Ryan

Sarah Ryan is a communications specialist with the Canadian Union of Postal Workers. She recently completed her Masters of Arts at the Institute of Political Economy at Carleton University followed by a year spent working with global union federation, UNI Global Union. In her spare time she is an avid banjo player.

Steven Tufts

Steven Tufts is an Associate Professor in the Department of Geography at York University. He has degrees from McGill (BAHons), Queen's (MA) and York (PhD) universities. His research interests are related to the geographies of work, workers and organized labour. His current projects involve the use of strategic research by labour unions and labour union renewal in Canada, the integration of immigrants in urban labour markets, labour market adjustment in the hospitality sector, the impact of climate change on workers and workplaces, and the intersection between labour and populism. He has contributed to a number of edited collections and published articles in journals such as *Geoforum*, *Antipode*, and *Environment and Planning A*.

Steve Shallhorn

Steve Shallhorn has been Executive Director of the Labour Education Centre, a project of the Toronto and York Region Labour Council, for three years. He is also Chair of the Toronto Community Benefits Network, currently negotiating a Community Benefits Agreement for a new LRT line in Toronto. Steve has more than 15 years experience as a senior manager with Greenpeace in Canada, the United States,

Japan and Australia. He was Executive Director of Greenpeace Australia-Pacific, based in Sydney (2005-2009). During that time, he travelled extensively in the Pacific Islands in support of Greenpeace campaigns against climate change, pirate fishing and illegal logging. Earlier on Steve co-ordinated campaigns that had several successes for Greenpeace including a global ban on the dumping of nuclear waste at sea and the preservation of the Great Bear Rainforest on Canada's west coast. Along the way Steve has worked for Consumers International in London, and consulted on climate change. Steve completed two undergraduate degrees at McMaster University, and started on a Masters of Community Management at the University of Technology Sydney.

John Shields

Dr. John Shields is a Professor in the Department of Politics and Public Administration at Ryerson University where he has taught for the past 25 years. He is the past Director of the Master's program in Public Policy and Administration at Ryerson. He has numerous academic distinctions including the Sarwan Sahota Ryerson Distinguished Scholar Award for 2001. In 2010 he was named a CERIS Senior Scholar by the SSHRC Centre of Excellence for Research on Immigration and Settlement (CERIS - The Ontario Metropolis Centre). In 2013 he received the Yeates School of Graduate Studies Outstanding Contribution to Graduate Education Award. He was also named Ryerson Fellow at Massey College at the University of Toronto for 2013-14. Dr. Shields has published extensively, including the co-authoring of five books and over forty published articles and papers and an extensive number of policy papers and conference presentations. His most recent research explores issues related to green employment initiatives, the marketization of the nonprofit sector, immigration and settlement policy, and labour market restructuring with a focus on precarious work and immigrant populations.

Abstracts



Sessions

Environment/Labour, Social Movements, and Coalitions

Chair: Steve Shallhorn

Friday, November 29, 2013

10:15am-11:30am - BL 205

The Practice of Collaboration: Blue Green Canada and the Canadian Energy Strategy

Keith Brooks

In recent years, the concept of a Canadian energy strategy has received a great deal of attention. First promoted by the oil companies in a bid to expedite the development of Alberta's oil sands and the pipelines needed to get that oil to market, the pan-Canadian energy strategy is now championed by Alberta Premier Alison Redford as she seeks to convince Canadians that the rapid development of the oil sands are in the national interest.

In this paper, we will share the practical experience of Blue Green Canada in advancing an alternative to this oil-centered strategy. We will cover our various interventions into the discourses around a Canadian energy strategy and critically assess the strengths and weaknesses of these interventions. We will discuss some of the challenges we have faced as an alliance between labour and environmentalists, and examine in detail some of the tougher topics we've grappled with and the strategies we've employed to overcome them.

Energy is of critical importance to any economy, and as an oil-exporting nation, it is of particular importance to Canada. We're told that we must make a choice between the environment and the economy, between jobs and action on climate change. But this is obviously a false choice, and Blue Green Canada - a coalition between workers and environmentalists - is uniquely positioned to offer an alternative. With the oil companies in the midst of the most expensive advertising campaign in Canadian history, and a Federal government fixated on oil sands development, it's an uphill battle.

No Jobs on a Dead Planet

Karen Cooling

The paper explores, from a labour perspective, the relationships between labour and environmental activists in coastal British Columbia during the 1970s-1990s: relationships that were created following decades of conflict and resolution of environmental issues. While the personal qualities of leadership were essential, they were not sufficient for relationship building. Labour leaders also needed to prepare the ground inside individual unions to facilitate authentic external relationships that could turn into lasting political change. The paper frames the findings in the context of unions as systems, leadership in unions, and reflects on how labour leaders ready their unions to work effectively with coalition partners. The research found that the movement toward relationship-building was done in conjunction with unions moving from a business model of unionism to a social model - setting the stage for a further move to a social justice movement of unionism in Canada.

Mobilizing for Green Jobs: Labour-Environmental Coalitions in California and British Columbia

Joanna L. Robinson

The paper examines the role of environmental-labour coalitions in creating opportunities to promote green jobs and shape climate change policies. The development of a green economy is critical for combating climate change while also addressing rising unemployment and the expansion of precarious jobs. The paper examines the development of environmental-labour coalitions in the context of the shift to the green economy in California and British Columbia, including how the mobilization for green workforce training and jobs contributes to environmental and social justice. The study is based on an in-depth ethnographic study of labour-environmental coalitions in California and British Columbia, including 56 in-depth digitally recorded interviews with labour and environmental

movement leaders and policy-makers, and participant observation in the communities under investigation. The findings point to the importance of key mechanisms that shape the success of these coalitions – both internally in terms of building relationships and externally in terms of shaping policies – including the ability of organizations to recognize and make trade-offs and concessions, the importance of local political opportunities and resources, as well as the presence of bridge builders, especially at the local level.

Workers' Capital and Pension Fund Environmentalism: Strategy, Contradictions and Politics

Chair: John Holmes

Discussant: Simon Archer

Friday, November 29, 2013

10:15am-11:30am - WW 126

Canada's Carbon Liabilities: The Implications of Stranded Fossil Fuel Assets for Financial Markets and Pension Funds

Marc Lee

Based on recent research, between two-thirds and four-fifths of known fossil fuel reserves have been deemed to be unburnable carbon that cannot safely be combusted. We argue that Canada is experiencing a carbon bubble that must be strategically deflated in the move to a clean energy economy.

To assess the implications of Canada's carbon bubble, we developed a database of 114 fossil fuel companies operating in Canada. For each we compiled financial data on revenue, assets and market capitalization. Then we added data on fossil fuel reserves (proven and probable), which we converted into potential CO2 emissions. We develop an estimated range of their carbon liabilities by applying a carbon price, representing the estimated damages from emitting a tonne of carbon (the social cost of carbon).

By not accounting for climate risk, large amounts of invested capital are vulnerable to the carbon bubble. Pension funds and other institutional investors need to be part of the solution. Other private savings vehicles, such as RRSPs, and public investments through the Canada Pension Plan, are also in need of a "managed retreat" from fossil fuel investments. We make a number of recommendations in order to green Canada's financial markets.

Pension Funds, Long-Term Investment, and Green Infrastructure: A Critique of the OECD's Green Growth Agenda

Chris Roberts

As a result of unmet infrastructure needs amidst government austerity and privatization, combined with bank deleveraging and pension funds' own search for stable and higher yield, the G20 and OECD are looking to pension funds to invest in long-term infrastructure initiatives. In particular, attention has turned to identifying the criteria for increased pension-fund financing for low-carbon and climate-resilient energy, transport, telecommunications, water and waste management, and agricultural infrastructure projects.

This paper provides a critical examination of the OECD's efforts to harness pension funds for green growth investments. Through several case studies, it looks at the ramifications and unintended consequences of mobilizing private finance to achieve climate change mitigation and adaptation goals. It asks whether and to what extent workers' pension funds, in combination with private equity funds and other institutional investors, are implicated in efforts to deepen neoliberalism and deflect popular resistance, and how workers and plan members might respond.

Labour's Voice in Pension Capital: It's Not Easy Being Green...or Anything Different for that Matter

Johanna Weststar

Over the past two decades labour has been highly successful in Anglo-Saxon countries at gaining seats at the pension board table. Though specific policies vary by country, by region, by sector, by plan and by union, labour representatives have come to the board through legislation, appointment and/or election. For many labour and pension activists this labour voice represents an opportunity for greater board transparency and more holistic considerations of pension investment and influence along the triple bottom line or stakeholder models. Drawing from interview and survey data with pension trustees over the past decade, this presentation will consider whether the presence of labour trustees has made any concrete differences to pension board governance or investment decisions. Specifically this

paper will explore the assumptions made regarding the assumed “union world view” of labour trustees, unions and their members, in order to understand the implications that its presence or absence has for moving forward an agenda of socially or environmentally responsible investment. It will also explore the social and structural dynamics of pension board decision-making and how they act to entrench traditional investment viewpoints. The presentation will close with some examples of efforts to build activist support and recommendations for unions and labour trustees to facilitate more movement in this direction.

Unions, and Climate Change Stream I - Declining Industries

Chair: Carla Lipsig-Mummé

Friday, November 29, 2013

3:45pm-5:15pm - WO 126

Where have all the Green Jobs Gone? A Study of the Green Experiment in the Australian Auto Industry

Caleb Goods

After its election in 2007, the Australian Labor government strongly emphasised that the Australian economy needed to transition towards a low-carbon, green job economy of the future - a vision strongly associated with ecological modernisation and a “win-win” shift towards green capitalism. One industry identified by the government as leading this green transition, and ripe for green job creation, was the local automotive manufacturing industry. Indeed, Prime Minister Kevin Rudd emphatically stated, “[b]y implementing a green investment strategy today, we can transform our [automotive] industry and create green jobs for tomorrow” (Rudd 2008). The green transformation of the automotive industry was largely pursued via state-industry co-investment agreements, under a federal government programme branded the Green Car Innovation Fund. The following discussion scrutinises the environmental outcomes of the GCIF, the green jobs created within the three automotive manufacturers operating in Australia, the greening of the labour process and the consequences for automotive workers. This analysis draws on interviews with senior representatives within the Australian automotive industry, union representatives and the federal minister responsible

for overseeing the Green Car Innovation Fund. The paper concludes that current green job creation efforts are not only highly problematic, but are failing to meet the interests of workers and the environment.

Union Capacities in a Changing Climate: The Case of the Australian Manufacturing Workers Union (AMWU) and Ecological Modernisation in Australia

Darryn Snell and Peter Fairbrother

Increasingly, unions face difficult and challenging decisions about climate change and the emergent policies addressing industry change. These challenges are especially evident in the manufacturing sector, the focus of state policies, decisions by employers (often multinationals) and competitive pressures internationally. These themes are addressed with reference to the Australian Manufacturing Workers Union (AMWU). This union has played a supportive and historic role on environmental issues in Australia that has included campaigns to ban uranium mining and uranium exports and more recently, climate change mitigation. The paper considers the role of the AMWU in the broad Australian labour movement’s campaign aimed at introducing a carbon-pricing scheme in the country and the specific policy positions they advocated. AMWU policies are aimed at transitioning industries to more sustainable practices while advocating assistance for workers as industries are transformed and redundancies occur. Adopting a political economy approach, we argue that while state and federal governments have partially supported the interventionist ecological modernisation position advocated by the union, decisions by multinational corporations and political uncertainty surrounding green manufacturing limit the capacity of the union to become an environmental actor and ensure an orderly and just transition for its members. Drawing upon case study material and in-depth interviews with union leadership, organisers and those assisting displaced workers, the paper examines the challenges confronted by the union as an environmental actor and a supporter of the transition to a low carbon economy. Geelong, Victoria, a heavy manufacturing and automobile assembly region in which the AMWU has played an historic and important role, serves as the site for this regional study.

The Greening of Modern Postal Services

Geoff Bickerton, Karen Hawley, Donald Lafleur, and Sarah Ryan

In most technologically advanced countries several important characteristics are shared by the national postal services. The Posts continue to play a significant role in the delivery of parcels, packets and paper communications and advertisements, but the major function of postal services, delivering paper-based information, is in decline. In contrast, the delivery of packets and parcels, often generated by internet-based commerce in the private sector, is growing.

Postal services - public and private - are very significant producers of GHGs. In many countries, including Canada, the national postal service operates the single largest fleet of vehicles and the largest number of retail facilities. All of the major postal enterprises are heavily unionized. And in many countries, the postal unions play a significant role in determining work practices and equipment and in influencing public policy with respect to services. What are unions doing to promote environmentally responsible practices and reduce GHG emissions? What can postal unions learn from each other's best practices and obstacles? What can unions in other sectors learn from the postal experience?

This paper examines the experiences of unions in more than 100 countries in promoting environmentally responsible practices and reducing GHG emissions in their own operations and the practices of the postal administrations. Reporting on a survey developed by the Canadian Postal Workers Union with *Work in a Warming World*, and distributed through the Global Union Federation UNI in English, French and Spanish to postal unions in 110 countries, the paper analyses the best environmental practices, creative initiatives and wicked obstacles that postal unions are developing to reduce the GHGs produced by postal work.

Modelling the Future: A Review of International Studies on Climate Change and the Future of Jobs

John Holmes and Carla Lipsig-Mummé

Since the mid-1990s, a growing number of major international studies have appeared which explore the impact of both climate warming and measures to slow climate warming, on national and regional

economies, with varying reference to jobs. Motivating these studies is the need to understand how global warming is affecting national and regional economies, how it will affect jobs in 2025, 2030, 2050, the role that decent green jobs would play in economic growth and the role that differing local, national, regional or global economic policies and labour market organisations play in slowing global warming.

In reviewing these studies, our focus is on the role that work, employment, and trade unions can play in responding to global warming, and in understanding the impact on both work and employment that global warming has and will have, depending on the effectiveness of the policies pursued.

The presentation reports the results of reviewing modelling studies from the European Union and its member countries, the US, Canada, the BRIC countries, Australia, New Zealand and parts of Africa. Our analysis is organized around five questions:

- What questions do the studies ask?
- What assumptions do they make?
- What role do they accord the world of work in reducing a nation's or a region's GHG emissions?
- What conclusions do they arrive at?
- Are there holes or silences in the research?

Analysis of the studies identifies six approaches to the role of jobs in responding to climate change, ranging from ignoring its potential to asserting its pivotal importance in contradictory ways. The majority of the studies ignore or underestimate the potential of adaptation of the labour process to reduce greenhouse gas emissions to slow global warming. The presentation ends by "bringing the workplace back in": outlining the possibilities and limits of widespread engagement of work, workers and trade unions in transitioning to a low-carbon economy.

Greening the Built Environment I - Canada

Chair: Linda Clarke

Friday, November 29, 2013

3:45pm-5:15pm - WW 121

Building a Green Future: Climate Change and Canada's Construction Industry

John Calvert

This presentation focuses on the question of how effectively those working in the construction industry are addressing climate change. The transition to

greener construction entails changes at every step of the building process - from initial planning, to design and engineering, to the actual work on the job site. The paper focuses, more narrowly, on the role of the construction workforce in this transition. Successful implementation of green construction requires new skills, new training, new ways of working and new understandings of the potential of the built environment to address climate change. The question is whether - and to what extent - training and apprenticeship programs now include new green skills and whether on-the-job practices reflect best environmental practices.

While building workers are only one part of the larger construction process, international evidence suggests that their active involvement is vital to achieving Canada's climate objectives. However, their input has been marginalized in much of the industry. Consequently a second component of this paper examines the role of the unions who still represent a significant part of the construction workforce. While this varies, depending on occupation, construction sector and region, unions have made a number of promising initiatives to incorporate green components into their apprenticeship programs. They have also lobbied for change in building codes, government procurement and public policies.

This Green House: Building Fast Action for Climate Change and Green Jobs

Charley Beresford and Robert Duffy

Residential energy-efficiency retrofits offer a fast and affordable way to cut GHG emissions, conserve energy and save people money on their utility bills, while at the same time stimulating local economic development and green job creation. However, encouraging residential energy-efficiency retrofits can be challenging. Relatively high upfront costs and long pay-off times from energy savings act as a deterrent for many homeowners. This report explores two promising models for municipally-run residential energy-efficiency financing programs in Canada: Local Improvement Charges (LIC) for energy efficiency and on-utility bill financing, often referred to as "Pay As You Save" (PAYS). Both models involve municipalities providing low-cost financing to cover the upfront cost of energy-efficient retrofits, which property owners

or renters repay over time on their property taxes or utility bills. Drawing on Canadian policy research, case studies and lessons learned from existing programs, this report provides an overview of these financing models and a province-by-province analysis of opportunities, potential legislative and regulatory barriers (and solutions), useful policy precedents and other resources for policy makers, municipal staff, community and environmental activists, trade unionists, policy researchers and others.

Engineers, Climate Change, and Sustainable Infrastructure

Kean Birch

Over the next few years, aging infrastructure will need replacing while new infrastructure needs will continue to mount. Any new construction, however, has to be adaptable to changing climates (e.g. warmer or colder weather) and help to mitigate the causes of climate change (e.g. GHG emissions), or we could end up locked-in to unsustainable infrastructure (e.g. fossil fuel-dependent). This has significant implications for engineers, as they are the ones directly involved in planning, designing, constructing and maintaining infrastructure. This paper will outline the existing ways that climate change is being integrated into infrastructure planning and development in the Canadian province of Ontario, especially in terms of the life cycle of such developments (e.g. planning, design, construction and maintenance). It will explore the drivers and barriers to the emergence of sustainable infrastructure by focusing on three key questions: how has the concern with climate change been integrated into infrastructure planning and development?; how do we ensure that both adaptation and mitigation are built into future infrastructure?; and what does this integration of climate change in infrastructure mean for the work of the engineering profession?

Old Solutions to New Problems

Ken Jakobsson

The last quarter century has seen unprecedented changes in the construction industry in B.C. Deregulation and low bidding has driven the insulation industry to the brink of extinction. Recognizing that mechanical insulation is often the

first corner to be cut on a project, the BC Insulators launched a groundbreaking campaign that turned the industry on its head. This paper explores the steps the BC Insulators took to rebrand their union, expand market share, shift the focus from construction costs to operating costs and propose practical solutions to drastically improve the climate profile of buildings.

The way labour conceives its relationship to the environment is changing and building trades unions are shifting their thinking and exploring old solutions to the new problems being posed by climate change. Construction, by its very nature, changes environments. Yet, this relationship is not one-sided. The environments building trades members work in have a profound impact on them. Building trades are challenged to build, and make work, new concepts that offer energy use changes, greenhouse gas reductions, and environmental efficiencies. Not only is that a challenge, they need to actually make it work. Mechanical insulation is one of those solutions.

The BC Insulators campaign demonstrates the value of green retrofits in recapturing market share, engaging a new generation of apprentices, modernizing the trades and protecting the planet for future generations.

Public Policy in The Age of Austerity

Chair: John Shields

Friday, November 29, 2013

3:45pm-5:15pm - WW 120

Remuneration, Distribution and Autonomy: The Role of Good Jobs in Slowing Global Warming

Katherine Trebeck

As polarisation of the labour market deepens in many Anglo-Saxon economies (Standing, 2010), job quality is being eroded for many. Employment is growing in top jobs, declining in middle-skilled jobs, and gaining in low-skilled, low service sector roles (Resolution Foundation, 2011). Bad (or “lousy”) jobs (see Warhurst 2011) shape the life chances of people unable to exercise power in labour market transactions, by locking people into a “low-pay/no-pay” cycle, contributing to stress and loss of control (Marmot 2004), damaging family and community interaction

(Trebeck 2011) and constraining social mobility. At a societal and economic level, bad jobs perpetuate growing inequality. Inequality in turn is linked to environmental impact and carbon emissions, for example via its role as a spur to consumption (Kasser 2002).

This paper will explore the role of good jobs as the key lever in creating a world that does not encroach on planetary boundaries. In building a picture of the fundamental role of work in a sustainable, just economy, it will consider:

- What type of work and in what industries (McKenzie 2010)?
- How work is shared (Schor 2011; Coote 2012)?
- Who gets work (Oxfam 2013)?
- What working conditions (NEF 2013, Stegar et al 2012)?
- Who owns work (Robertson 1998)?

It will be argued that conceptions of “work” need to remain broadly focused, including its role for employee and employer, and the wider societal and planetary impacts that different modes of work entail.

P3's, Austerity, and Canadian Public Procurement: Sustainable Development or Sustainable Risk?

Heather Whiteside

All sectors in Canada are experiencing a growing infrastructure gap – a significant discrepancy between the amount being spent by government and what is actually needed for upgrading, maintaining, and developing public infrastructure. Municipal infrastructure projects (e.g., water and wastewater systems) face additional hurdles as these jurisdictions often have limited avenues for generating revenue, and the recent onset of fiscal austerity threatens to exacerbate existing concerns. Yet along with challenges come opportunities. The need for a new round of large-scale infrastructure investment will simultaneously allow for the systematized integration of principles of sustainability (economic, social, and environmental) into the public procurement process. The public-private partnership (P3) model – used to privately finance and deliver public infrastructure and services – is poised to become a leading way in which the Canadian infrastructure gap is addressed, particularly in light of public sector spending restraint. This paper critically analyzes the P3 option by applying

the standard of “sustainable public procurement” whereby long-run value for money is contemplated in terms of economic, social, and environmental benefits and risks. Questions posed include: Do P3s constitute a form of sustainable public procurement and can they contribute to sustainable development? To what extent do P3s create and/or manage multiple forms of risk? Answers to these questions will draw on examples from the municipal level in Canada, and water systems infrastructure projects in particular. The labour-related implications will be highlighted throughout.

Methane Mitigation in Coal Mining: Worker Safety Benefits, Greenhouse Gas Emission Reductions, and the Role of Overlapping Environmental and Occupational Regulation

Winfield Wilson

U.S. health and safety laws require the mitigation of by-product methane from coal mining operations, where it poses significant risks of asphyxiation and explosion, particularly underground. While the natural gas industry extracts methane by wells, in coal mining, it is often released into the atmosphere after being liberated and ventilated from coal beds, allowing emission of a greenhouse gas (GHG) with approximately 24 times more warming potential than carbon dioxide. Only some mines have installed capture systems to access and repurpose these emissions as an additional fuel source. U.S. environmental law does not prohibit by-product methane emissions, though recent Clean Air Act regulations contemplate mitigation in certain circumstances and encourage monitoring. This regulatory dissonance presents an opportunity for labor and environmental policy-makers to better understand the externalities of this industry.

This paper explores the overlapping policy challenges posed by methane regulation with respect to worker safety and GHG monitoring and mitigation. Re-engineering of underground ventilation systems to safely mitigate “fugitive” emissions, either through capture and repurposing or possibly flaring offers one option. Coal-production, always risky, even as regulated in the United States and other developed countries, is especially dangerous in the developing world. Universally, coal production faces many direct on-site environmental challenges, including water,

soil, and air pollution, as well as the emission of GHGs, mercury, and other air pollutants on combustion. This paper frames the challenges in resolving the policy dissonance around this issue and offers safer, greener paths forward for an industry that still powers much of the globe.

Energy I – Critical Perspectives on Renewables – The Case of Bioenergy and Biofuel Development

Chair: John Calvert

Saturday, November 30, 2013

8:30am-9:45am - WW 120

The Political Materialities of Bioenergy

Kean Birch and Kirby Calvert

How we resolve climate change is the key question of our age. Without a wholesale de-carbonization of our societies and economies we are likely to face an environmental catastrophe. Such sustainable transitions, however, are premised upon moving from a carbon energy regime to a renewable energy regime; a highly contested political-economic transformation, to say the least. In places like the United States and European Union the main form of renewable energy is bioenergy, especially biofuels. Just as Timothy Mitchell outlines in relation to carbon energy, bioenergy has particular materialities that are implicated the political-economic possibilities available and limitations facing societies around the world. These political materialities of bioenergy are of critical importance to sustainable transitions as they shape and are shaped by new energy regimes.

The Economic Effects of Renewable and Sustainable Energy Production in the Kingston, Ontario Region

Megan MacCallum, John Holmes and Warren Mabee

As part of a strategy to become “Canada’s most sustainable city”, Kingston, Ontario has been supportive of renewable energy generation projects within and around the municipality. An initial review of the region conducted in 2011 indicated that Ontario’s *Green Energy and Green Economy Act*, combined with the presence of wind and solar resources, served to initiate a cluster of business

activity. The initial report documented over one hundred firms in the Kingston region engaged in developing renewable energy projects. Of these firms, however, most were very small, employing only a handful of employees in the region. In 2011, each firm which responded indicated that they intended to grow over the next five years given the appropriate political and economic climate. In the summer of 2013, a follow-up survey was conducted to analyze progress towards these goals. Green employment related to the renewable energy sector is categorized and progress in each category of employment is tracked. The role of renewable energy as a driver for employment within the Kingston region is assessed, as is the potential for green energy created through these activities to support a broader category of green work. A particular focus is given on the development of bioenergy applications in competition with the various other renewable technologies available.

Unions and Climate Change Stream II – Crossing Boundaries

Chair: Sarah Ryan

Saturday, November 30, 2013

8:30am-9:45am - WW 119

All Bark and No Bite? Social Economy Employment and Environmental Practices

JJ McMurtry

Much of the literature on the Social Economy focuses on its ethical nature – from a focus on social goals rather than profit to being better employers. This paper engages with this perception of the Social Economy from the perspective of environmental and labour policy. Specifically, it examines the alternative energy sector in Ontario and asks of Social Economy organizations (who have been privileged through the *Green Energy Act* precisely because of their social focus and community benefit) how they measure these claims.

This presentation outlines the literature on Social Economy Work and Workplaces generally, examining the various claims that are made for a range of organizational types within the sector – non-profits, community groups, co-operatives, social enterprises. It then looks at how these claims play out within the

sector in Ontario using research gathered from: a map of these organizations in the province; a survey of the environmental and labour practices within these organizations; in-depth interviews with key players in the sector; and the labour conditions and environmental/social purchasing policies of these organizations themselves. The paper concludes by arguing that until the claims made by and for the Social Economy are instituted at the organizational level with active and enforceable policies, the sector's status as a paragon of social virtue will remain "all bark and no bite".

Workplaces in Transnational Corporations: Can Green Practice Be Transported Across the Home- Workplace Border?

Nora Räthzel

Just under 50% of the world's GHG emissions in 2004 were attributable to energy supplies and industrial production (IPCC, 2007). The demand for manufactured goods is expected to rise by at least 100% by 2050 (from 2006 levels), with a consequence that industrial emissions, if unarrested will lead to a 90% increase in CO2 emissions by 2050 compared to 2007. Following new EU regulations, national governments have created policy instruments designed to reduce or compensate the level of emissions of specific organizations. However, these regulations have not proved to be effective, neither in terms of production nor consumption. The research project, *Low Carbon at Work*, attempts to understand the drivers for and barriers to environmentally sustainable practices at work and at home, and recognises not only the crucial contribution of industrial production to GHG emissions, but also that consumption is an inseparable driver of production. Investigating two TNCs (vehicle production and the oil industry) in Sweden and the UK, we have asked under what conditions workers and managers are encouraged to transfer green practices from work to home and/or vice versa. We have also investigated how relationships between managers, employees and trade unions might encourage or prevent the adoption of greener production processes. Both case studies include informational and life-history interviews to understand changes at different times of their life course. Our findings explain why workers are often unable and unwilling to carry practices

between home and work, why they draw borders between those areas, and under which conditions they become permeable and green practices are carried from home to work and vice versa. We have found how limited communication between hierarchical levels within companies, as well as inflexible management practices, discourage workers to suggest and implement environmentally valuable changes.

Campaigning and Bargaining for Climate Action in the Workplace

Alex White

Most workers think their workplace could do more to reduce their carbon footprint and combat climate change. Substantial reductions in a workplace's carbon emissions can be made through the collective action of the workforce, either through a workplace campaign or formal collective bargaining. Barriers to workplace action include lack of awareness about practical steps that can be taken, assumptions that "someone else" is responsible, or lack of conviction that anything can be done.

This case study examines a program run by the National Tertiary Education Union at eight universities in Victoria, Australia from 2009-11, which engaged over 150 union members to participate in monthly activities to reduce their workplaces' carbon footprint. In this time, the union successfully negotiated Australia's first sustainability clauses into enterprise agreements, giving staff at those universities a formal say over sustainability matters for the first time. The program also saw the union engage with a leading Australian environmental organisation to design activities.

The campaign used insights from the community-based social marketing and behavioural marketing disciplines, and research conducted by the NTEU. The results of the program saw a rise in member involvement and engagement regarding climate change, measurable improvements to universities' carbon footprint and enduring workplace rights for employees to be consulted over sustainability issues affecting their work.

An analysis of the program will provide unions and environmental NGOs important insights into behavioural marketing to engage and influence

attitudes about climate change and sustainability, reduce carbon footprints, and how unions and eNGOs can work cooperatively.

Community, Livelihood and Environmental Impacts

Chair: Jan Kainer

Saturday, November 30, 2013

10:00am-11:30am - WO 25

Re-skilling as a Means of Building Adaptive Capacity: Evidence from Fisheries, Agriculture and Tourism Sectors in Selected Small Island Developing States

Machilu Zimba

The Global Islands' Vulnerability Research, Adaptation, Policy and Development (GIVRAPD) project seeks to understand the multi-scale socioeconomic, governance and environmental conditions that shape vulnerability and capacity to adapt to climate change within and between small and medium sized coastal communities. With the primary utilization of a common Community-Based Vulnerability Assessment (CBVA) framework in four comparative learning sites (Jamaica, Saint Lucia, Mauritius and the Seychelles) directed towards workers in the fisheries, agriculture and tourism sectors, the research results presented in this paper once again reflect the need for targeted national skills development frameworks that take into consideration the re-skilling of low-income, precarious workers whose livelihoods are most at risk in the face of climate change. These results are put in context of other research streams of the GIVRAPD case study, in a unique attempt to integrate scientific knowledge (climate modelling and coastal vulnerability assessments) and local knowledge. Local knowledge includes an assessment of governance issues as well as an investigation into the demand for weather related micro-insurance in these communities.

Up in the Air: Employment-Related Geographical Mobility and Hurricane Igor

Stephanie Sodero

In 2010, Newfoundland was hit by Hurricane Igor, the largest recorded storm in its history. Drawing on flow sociology, I will explore areas of social-ecological

resilience and vulnerability related to employment that emerged during the course of Hurricane Igor. Specifically, I will focus on oil workers, who are entwined in flows of both oil production and oil use via long-distance commuting, and Canadian Forces personnel who undertake fossil-powered relief efforts. Newfoundland is a node in a global network of fossil and carbon flows. For example, workers are flown by helicopter to oil platforms located 300 kilometres offshore where oil is extracted from the sea bed, carried in fossil-fuel powered ships for refining, and then shipped out of the province, where it fuels further flows, releasing greenhouse gases in the process. Hurricane Igor tracked over the oil fields, resulting in the evacuation of rigs. Nine hundred Canadian Forces personnel were then brought in to assist with the provincial relief efforts, including the reconnection of ninety communities isolated by road and bridge washouts. Through this case study, I draw on Beck's risk theorization to examine the circularity of the benefits and risks inherent in work and mobility, namely that fossil fuel-powered work contributes to climate change and climate change disrupts day-to-day employment while triggering relief work.

Municipal Clean Air and Climate Change Action in the Greater Toronto Area: Collaboration as a Catalyst

Gaby Kalapos

The policies and actions a municipality would undertake to advance a climate change protection agenda are priorities that can simultaneously make their communities more liveable, sustainable, resilient, prosperous and competitive. Local governments shape waste management, land use, and transportation. Decisions about these services shape individual, community and ultimately provincial and national emissions profiles. At the same time municipalities have immense capacity to reduce their vulnerability to climate change by land use, urban design and infrastructure decisions and policies.

Achieving these goals, however, requires that municipalities break out of their silos and work with other municipalities and within their own governments as inter-disciplinary and inter-departmental teams to achieve these complex goals. The Clean Air Council is a network of municipalities

in the Greater Toronto and Southwest Ontario region working collaboratively to share experiences, expertise and lessons learned in order to implement clean air and climate change actions. The Clean Air Council works on the very simple premise that if one jurisdiction undertakes a clean air/climate change action that it makes sense to share their experience and learnings with other jurisdictions. In this way it helps to promote and raise the bar for the implementation of actions that will lead us to lower carbon and more healthy and livable communities. This presentation highlights some of the work and reports on progress of the Clean Air Council municipalities.

The Effect of Climate Change Adaptation on Rural Community Livelihoods

Emmanuel Mutebi

Dependence on rain fed crop production means the impact of stresses and shocks are felt keenly by rural poor people, who depend directly on food system outcomes for their survival, with profound implications for the security of their livelihoods and welfare. This study explores the opportunities for linking social protection, CCA and DRR in the context of rain fed crop production, establishing whether these three approaches would help enhance resilience to shocks and stresses in rain fed crop production areas.

The study reviewed the conceptual and policy-related similarities and differences between the three disciplines. Case studies where climate change and resilient social protection approaches were collected and an adaptive social protection framework that highlighted opportunities was developed.

With climate change, the magnitude and frequency of stresses and shocks is changing and approaches such as social protection, disaster risk reduction (DRR) and climate change adaptation (CCA) will be needed to bolster local resilience and supplement people's experience. Social protection and DRR measures designed to limit damages from shocks and stresses may not be sufficient in the longer term. For social protection to be resilient to climate change impacts, it will need to consider how reducing dependence on climate sensitive livelihood activities can be part of adaptive strategies.

Climate Change Adaptation and Disaster Risk Reduction cannot effectively address the root causes of poverty and vulnerability without taking a differentiated view of poverty; integration with social protection can solve the problem.

Cities, Communities, Work and Climate Change

Chair: Steven Tufts

Saturday, November 30, 2013

10:00am-11:30am - WW119

Polarizing Labour Markets and Ineffective Climate Policies in Two Global Cities

Daniel Aldana Cohen

Climate thinkers from across the political spectrum have long argued that cities are uniquely suited to tackling climate change. But now, scholars are pausing to consider what Harriet Bulkeley calls a gap between rhetoric and reality in cities' low-carbon policy. I offer a new explanation for this gap by focusing on the way that polarizing labor markets in global cities subtly shape the urban politics of climate change so as to undermine potential alliances between middle and working class constituencies, alliances necessary for any government to push through far-reaching reforms. Based on extensive qualitative research in New York and São Paulo, and on secondary data on labor markets, wage levels, and consumption, I argue that well-meaning environmentalists have often ignored working class consumption concerns—including housing, and transit—while foregrounding those of middle- and upper-middle-class city residents. This despite the fact that working class political projects frequently make similar demands for livable, compact cities—albeit it in a different language. I argue that evolving labor markets associated with Saskia Sassen's global city thesis offer the best explanation for this divergence. And I close by suggesting that the rise of Occupy Wall Street and Occupy Sandy in New York, and the explosion of protests sparked by transit price hikes in São Paulo, demonstrate that it may be possible to build a rapprochement between working and middle class urban political projects on the basis of resisting the growing inequalities fostered by global city strategies.

Cities, Climate Change and the Green Economy

Stephen McBride, John Shields and Stephanie Tombari

Canada's abdication from the Kyoto Protocol during the UN Climate Change Conference in 2011 was a clear statement by the federal government that the climate was not its concern. Despite that Canada is one of the world's worst per capita greenhouse gas (GHG) emitters (Flannery, Beale and Hueston, 2012), the Harper government has refused to adopt a national climate action strategy. And while Ontario, Quebec and British Columbia have initiated a variety of progressive climate policies, the lack of national coordination has led to a Canadian climate response that is 'all over the map' (Holmes, 2012).

Canadian municipalities are taking it upon themselves to respond to both climate and economic crises. The country's largest cities – Toronto, Vancouver and Montreal – have been adopting policies to reduce GHGs produced by municipal services and buildings since the early 1990s. But the climate change policies of mid-sized Canadian cities have largely been ignored. This paper explores conditions that lead mid-sized cities to pursue climate friendly-economic development policies; the ways cities learn about, and adopt climate policies from other jurisdictions; and the various public-private partnerships that accompany green economic development.

Fixing Air Pollution and Unemployment: Ontario's Green Infrastructure Boom is No Green New Deal

James Nugent

Fighting air pollution (smog and climate change) and creating jobs have served as loud justifications for the Ontario Liberal government to embark on three major infrastructure policies: the conversion of coal power plants to natural gas; the subsidization of renewable energy; and "The Big Move"—a fifty billion dollar plan to build over 1,200km of rapid transit throughout the Greater Toronto and Hamilton Areas over the next 25 years. But while government support for green infrastructure has helped the ruling government avert a crisis of legitimacy around air pollution, some grassroots community groups have successfully challenged the top-down imposition of these projects into their backyards. Meanwhile, Ontario's green infrastructure policies have failed to deliver the Green New Deal envisioned by organized labour.

Instead, the socio-ecological fixes led by Ontario's Liberals have facilitated neoliberal objectives such as the privatization of utilities, the financialization of public assets and the weakening of unions.

This paper focuses on The Big Move as an attempt by capital and the state to find a "socio-ecological fix" to the social, environmental and economic costs of transportation congestion and broader problems of unemployment. Sold to the public through promises of reduced commute times, reduced air pollution and job creation, The Big Move is just as much about improving the circulation of capital, increasingly congested by Toronto's mounting infrastructure deficit. Who will pay for, and who will reap the associated benefits from, transit developments remain open and contested questions. The author draws on action-based fieldwork to detail how labour, community and environmental groups are forming social movement alliances in order to shape the terms and conditions of this socio-ecological fix. The paper assesses struggles to turn green jobs associated with new transit projects into good-paying union jobs that can lift youth, women and racialized workers out of poverty.

African Cities and Work in a Changing World

Kenneth Odera

Work, workplaces and workers are likely to bear the brunt of a changing and variable climate unless cities take proactive mitigation and adaptation measures. However, most African cities, much less workers and their unions, are ill-prepared to respond to unavoidable impacts of climate change. Current global initiatives aimed at strengthening trade union participation claim increased "participation" of workers and trade unions in international negotiations on climate change, green jobs, and green economy; increased number of trade union policies including climate change components; adoption of long-term policy options focusing on opportunities presented by a transition to a green economy; increased capacities of workers and trade unions to replicate or adapt case studies on environment in their workplaces; and increased awareness of the linkages between environmental and labour issues among workers and trade unions. These claims are deconstructed based on African

narratives, experiences and realities. The central question dealt with is, what is the locus of the African city, worker, workplace and trade union in the global climate conundrum? In attempting to answer this key question, the paper offers fresh and grounded perspective on the emerging discourse on labour, climate and social struggles around the world.

Unions and Climate Change Stream III – Green Law, Just Transition and Labour's Climate Leadership

Chair: Larry Brown

Saturday, November 30, 2013

10:00am-11:30am - WW120

Green Labour Law?

David Doorey

The nomenclature of "work in warming world" implies there is, or should be, overlapping interests between the environmental and labour law subsystems. Yet labour law and environmental law have historically operated mostly as distinct systems and areas of inquiries. Labour law is both a descriptive and a normative domain - its consolidating normative claim has long been the supposed need for law to address the inherent inequality of bargaining power that defines the employment relationship. Environmental law, while also descriptive, draws its normative authority from ideas other than inequality of bargaining power. As a result, labour and environmental legal academics have rarely dialogued with another. They inhabit different subsystems, speak different languages, and are inspired by different social and economic problems. Indeed, the interests of actors within the labour law subsystem - workers, unions, employers - can, and often have been, in conflict with the interests and goals of the environmental subsystem. Nevertheless, many labour law scholars have proposed expanding the domain of labour law to include all regulatory activity that impacts on labour market outcomes and the rights and interests of workers. This new definition puts laws and policies that encourage green jobs, or discourage the opposite, directly into the cross hairs of a new, expanded scope of labour law. This paper will begin to develop the theoretical foundation of a model of Green Labour Law.

Climate Change and Canadian Unions: The Dilemma for Labour

Carla Lipsig-Mummé and Geoff Bickerton

In 2010, a group of Canadian trade unions, labour academics and environmental groups began a five-year, funded community-university research project, *Work in a Warming World*, to develop effective ways for labour to take leadership in the struggle to slow global warming. At an ILO-GURN Workshop in March of 2010, we stated the problem this way: How can labour broaden and deepen its capacity to protect work and workers from the unique threats posed by climate change, all the while contributing to the struggle to slow global warming within the context of increasingly pessimistic climate science, global economic crisis, a hostile national government and strategic paralysis in the national and international political arena?

In this paper Lipsig-Mummé and Bickerton, respectively Lead Investigator of *Work in a Warming World* and Research Director of the Canadian Union of Postal Workers, explore the challenges and dilemmas of labour leadership in the current political climate in Canada, and the unexpected uses that research can be put to, in catalyzing activist international engagement for climate bargaining. The first part of the paper frames the issues; the second presents examples of works and what doesn't work, and the third asks: what do we still need to know?

Climate Justice in the Workplace: An Analysis of Legal Frameworks Available to Unions and Workers in the Transition to Low-Carbon Economy

Natalie MacDonnell

This paper is a Major Research Paper written for the completion of the joint Master of Environmental Studies and Juris Doctor Program at York University and Osgoode Hall Law School.

Climate Justice is a term with many meanings. It represents a movement against certain mainstream climate change discussions that do not address distributional injustices (both international and domestic) associated with the impacts of climate change and climate change mitigation and adaptation measures. Climate justice can also be defined simply as addressing climate change through legal means. Current climate change mitigation

measures in Canada are inadequate to address climate change in a timely manner.

Climate change will impact the nature of work, workers and the workplace. Through union activism and other initiatives, workers have the potential to impact the climate change mitigation and adaptation strategies of their employers and other institutions. This paper will investigate how law and policy mechanisms have and can be utilized to "green the labour process". These include but are not limited to occupational health and safety frameworks and collective bargaining agreements. This paper will look to both domestic and international examples to provide guidance for workers and unions in the Canadian context. This paper will also discuss the advantages and challenges associated with each of these approaches.

Just Transition to Climate Policy: Fusing Social and Environmental Justice

Dimitris Stevis and Romain Felli

Over the last two decades various global and national labor unions have proposed "just transition" as a necessary strategy, towards climate policy that is environmentally and socially sustainable and equitable. While sympathetic to this strategy our research has also led us to the realization that just transition is hotly debated amongst labor unions (and environmentalists) and can lead to different interpretations, and hence different strategies. The goal of this paper is to assess these interpretations by means of an analytic framework that fuses social and environmental justice. Socially, we ask whether particular framings of just transition seek to affirm, reform or transform the political economy in seeking climate policy. Environmentally, we ask whether they take an instrumental, environmental or ecological approach towards climate change. Analytically, our proposal aims to expand the parameters of climate justice for labor unions and their allies beyond the distribution of harms and benefits. Politically, we propose that a just transition towards climate policy that takes into account both society and nature can help unions and environmentalists establish deeper strategic and political relations with each other. Empirically, we add to the growing literature on labor environmentalism by drawing upon our research

on the views of global union organizations and US unions. In the case of global union organizations we examine and compare the views of the International Trade Union Confederation, the ICEM/IndustriALL and the International Transport Workers' Federation, all of which have called for a just transition as part of any global climate policy. In the case of the USA we examine and compare the views of the BlueGreen Alliance and the AFL-CIO as indicative of the range of views amongst US unions.

Gender and Climate Change I

Chair: Charles Campbell
Saturday, November 30, 2013
2:45pm-4:00pm - WW126

Climate Change Adaptation Among Chepang Women: The Light Hidden in the Dark

Jyoti Acharya

Climate change has more effects on socio-economically marginalized indigenous communities. Particularly marginalized indigenous women are among the people most affected by the effects of climate change. Their direct dependency upon natural resources for water and food, and scarcity due to climate change, leads them to be the primary victims of the adverse effects of climate change.

This study has sought to identify, analyze and interpret how the women of the Chepang community – one of the highly marginalized indigenous groups – have perceived and practiced climate change and climate change adaptation. The study uses a qualitative research method and a narrative approach. It uses a series of in-depth interviews, observations and focused group discussions. We draw on interpretive research paradigms to analyse the data.

The study explores adaptation to climate change as it links to larger theories of adaptation. My research revealed that the majority of Chepang women were unaware of the scientific reasons behind climate change. They also lacked information about ways to adapt to climate change. Instead, they adapted their ways of working knowingly and unknowingly to lessen the adverse impact of climate change. Their adaptation strategies have changed their lives.

In a nutshell, Chepang women seem to have

embarked on a trail of modernization regarding climate change adaptation; however, they are still vulnerable, as they have been adapting to climate change without possessing enough information about appropriate and sustainable adaptation measures.

Creating Opportunities for Women in the Renewable Energy Sector: Findings from Research in India

Bipasha Baruah

This paper identifies opportunities and constraints that low-income women in India face in accessing employment in the renewable energy sector, specifically solar and biomass, through research conducted in collaboration with The Energy Resources Institute (TERI) and the Self-Employed Women's Association (SEWA). Whereas previous research on gender and energy has focused on women mostly as end users of technology, this research attempts to also understand women's potential as entrepreneurs, facilitators, designers and innovators in the energy sector. Findings reveal that although women's current access to technologies and employment in the renewable energy sector is limited by inadequate purchasing power and low social status, there is tremendous potential to create livelihoods for women at various levels of the energy supply chain. Broader findings indicate that women can gain optimal traction in the energy sector only if there are wider socially progressive policies in place, including state intervention to create robust social welfare infrastructure and quality public services accessible to all.

Initiatives for Including Gender in Government Actions on Climate Change and Work

Marjorie Griffin Cohen

The major focus for this presentation will be to examine public policy on green job initiatives for models that include gender considerations in policy directives. The literature on labour and climate change is replete with laments about the lack of significant consideration for women when public policy and labour initiatives to mitigate greenhouse gas initiatives occur. Clearly, the extent of these initiatives is limited, but some projects in Europe and the United States have specifically focused

on targeting women. This paper examines the nature of the projects and assesses their viability for changing the gendered dimension of what is considered green work. Through interviews with program directors, particular attention is paid to what worked well and what did not in getting women into decent employment. This includes the attempts at recruitment, the nature and length of training programs, the links developed between training and work, and ultimately, the quality of the employment itself. Throughout this analysis there will be an assessment of the concept of what is currently understood to be a green job and how this either includes or excludes women.

Gender Justice and Climate Justice: Building Women's Economic and Political Agency in Times of Climate Change

Patricia E. (Ellie) Perkins

Socio-economically vulnerable people, and women in particular, are those most impacted by global climate change (because of their gendered/racialized socio-economic roles and often their geographic location). The same people tend to be the least equipped to deal with those impacts (because of their weak economic and political position). Women, who are usually unpaid or underpaid for their work, have special contributions to make towards climate change adaptation because of gendered differences in positional knowledge of ecological and water-related conditions. Community-based education, organizing, and alliances with labour unions are fundamental to making it possible for this knowledge to be shared and utilized, through equitable democratic participation by marginalized people, especially women.

NGOs, unions, and other civil society organizations in both the Global South and the North have important expertise for building community resilience to face climate change. This paper discusses initiatives and models for community-based environmental /climate change activism, including among unorganized labourers. It explores emerging challenges and potentialities linking unions and climate justice, and outlines the methods and results of two international projects - the Sister Watersheds project, with Brazilian partners (2002-2008), and a Climate

Change Adaptation in Africa project with partners in Mozambique, Kenya and South Africa (2010-2012) - as well as the Green Change Project in the Jane-Finch neighbourhood of northwest Toronto. Local-level initiatives led by civil society organizations can effectively address gender equity challenges by building women's knowledge, interest and engagement in water-related and climate change issues, focusing on low-income neighbourhoods where paid jobs are scarce.

Green Training

Chair: Steve Shallhorn

Saturday, November 30, 2013

2:45pm-4:00pm - WW119

Mind the Gap: Bridging Policies and Skills While Building the Green Economy. Lessons From Abroad

Coralie Breen

Given the urgency of climate change and the speed and scale of the structural transition to a low-carbon economy, there is a critical need for research that accelerates the diffusion of learning in the field of employment and workforce planning. While efforts to align workforce development and planning with the introduction of green policies are rapidly intensifying and maturing, there are gaps in coherency.

The transition to sustainable economies involves significant shifts in employment, including application and use of skills and workplace practices. New occupations are emerging and existing occupations are being greened at a rapid rate (Globe Foundation, 2010 a; ILO, 2011, pg. 4; 2012). Keeping equilibrium in employment while climate change forecasts and technological innovations are rapidly evolving is a growing challenge for workforce planning and policy. This is also a "rate of change" problem, and it needs to be better understood if governments are to provide leadership, adapt more quickly, and provide continuous high levels of services to citizens while maintaining strong economies. Governments that get this will be at the forefront of mitigation and adaptation efforts (OECD, 2012 a, b).

But how should that challenge be met? This dissertation research tackles that question, seeking to clarify how workforce development and planning can be directed toward improving employment

prospects and reducing employment dislocations as the planet changes around us in the face of a changing climate. The study undertakes in-depth comparative analysis between Australia and Canada, with a focus on the clean tech industry, but also considers the experiences from other advanced industrialized nations including Denmark, Germany, the UK and USA. The analysis reviews how governments that have advanced comprehensive climate change interventions have aligned workforce planning and development and labour policies with green policies, including program investments. Research findings from an Environment Canada research report (March, 2013) conducted during a study abroad based at the Workplace Research Centre, School of Economics and Business, University of Sydney as an Endeavour Fellow in 2012 and ongoing dissertation research will be reviewed. Preliminary recommendations and research implications are then made as to how labour policies and workforce development and planning measures can best be targeted and integrated into the larger green policy framework.

Skills Training for a Green Economy

Karen Charnow Lior

In this session, BIG on Green Worker Co-op, Toronto Regional Conservation Authority and Toronto Workforce Innovation Group, will highlight unique approaches to green workforce skills training highlighted in "Tending Green Shoots: Green Skills Building Programs in the Greater Toronto Area."

Green Change, a collaboration of local organizations in the Jane-Finch community with the support of unions, universities and local businesses, is one example. Green Change provides workshops and community development activities related to sustainability and capacity building and promote the community revitalization efforts of the Jane-Finch area by identifying local residents with an interest in the environment and building on their existing skills to create green work opportunities.

The Toronto Regional Conservation Authority (TRCA), the second example, works in partnership with local colleges and non-profits to provide training and educational activities. TRCA offers a Professional Access and Integration Enhancement (PAIE) program,

an Ontario bridge-training program that provides access to professional work opportunities in the environmental sector for internationally trained Engineers and Geoscientists.

Toronto Workforce Innovation Group (TWIG) conducts multi-sectorial research, disseminates information and convenes a wide variety of stakeholders to address workforce development trends, gaps and opportunities in the City of Toronto. Starting in 2010, TWIG, in partnership with other workforce planning boards in Central Ontario, published reports about the impact of Ontario's *Green Energy Act* on job creation and skills training.

Climate Change, Skills, and Labour: Towards a New Framework for Resilience and Equity

Sarah L. White

Building on the work of *Greener Reality: Jobs, Skills, and Equity in a Cleaner US Economy* (Sarah White with Laura Dresser and Joel Rogers, 2012), this paper will explore in greater detail our strategy for building a greener and more resilient economy in an era of dramatic uncertainty — in politics, in labor markets, in climate disruption. The great twin challenges of the 21st-century — climate change and inequality — demand a response beyond traditional approaches to human capital development. Indeed, the skill set for a warming world may be as much political as technical, at least in the United States, where a more robust response to climate change requires transforming fundamental structures of governance, power, and socio-economic organization in and outside of the workplace.

Both climate and economic resilience, I will argue, require simultaneous engagement on three critical fronts: a) strengthen worker institutions, in and outside of traditional labor unions; b) support democratization — of communities, workplaces, the polity writ large — and recreate a culture of public engagement and public goods; and c) reduce the cost (not standard) of living by building cleaner and more affordable communities, particularly where the majority of workers face stagnant and declining real wages. In addition to this strategic framework, the presentation will offer specific examples on the ground and in the workplace, from distributed renewable generation to the incredibly successful

organization and advancement of low-wage workers through labor-management partnerships in an unlikely green sector: health care.

Greening Work in Healthcare

Chair: Deborah Bourque
Saturday, November 30, 2013
2:45pm-4:00pm - WW120

Labour's Power in Greening Healthcare

Lou Black

The Hospital Employees Union (HEU) represents the majority of healthcare workers in British Columbia doing a wide variety of jobs ranging from front line patient care to lab work to housekeeping. HEU already advocates at a provincial level to influence government policy on broader environmental issues, works with multi-union environment committees, and participates in community events and rallies. Our members are highly knowledgeable about the waste and environmental degradation created in delivering healthcare services, and have expertise to offer on greener alternatives. The union is now trying to determine how to best support our members' green activism to transform their worksites.

We consider questions such as, what are the most effective solutions to reduce carbon emissions?; how do we maintain a social justice approach to our green activism?; are our resources better utilized through employer-union pilot projects?; or what larger labour and community campaigns need to be contemplated? Tensions between a labour union's various objectives have become apparent. When we define green jobs, for example, are we focused only on new job creation, a goal that is perceived as directly beneficial to our members, or will we put effort into greening existing jobs? As well, current thinking in the labour movement about green jobs emphasizes the building trades, resource extraction and the renewable energy sector, all of which are male dominated sectors. How do we in the health care sector and other service sectors gain support for efforts to green our work?

These questions, tensions, and the centrality of union members' roles will be explored in this presentation, through a description of the union's process in choosing its approaches and strategies to green health care work.

Building the Capacity of Healthcare Workers to be Engaged Leaders in the Workplace and Beyond

Meredith Jane Hunt

Global climate change and other environmental challenges are increasingly demanding that we shift how we live and work. This shift is not only about using sustainable technologies or increasing recycling rates, but it is also about our values system and how we relate to the planet and one another. This has major implications for the workplace as it requires that we not only focus on creating greener infrastructure but also a working environment where leadership, self-efficacy, collaboration and creativity are encouraged amongst workers. It is under these conditions that workers can then add the value and expertise necessary for creating a more sustainable workplace. The Empowerment Institute's David Gershon says it best:

"As individuals grow and achieve outcomes important to them, they also benefit the whole. At the same time, the organization serves as a resource to enable the individual to achieve these outcomes. This mutual accountability strengthens the commitment of both the individual and the organization, enabling greater sustainability for the change initiative over the long term..."

The Lower Mainland Health Authorities' "Green+Leaders" program aspires to combine environmental stewardship with meaningful staff engagement. Through a structured approach, workers carry out behaviour change campaigns to foster sustainability in the workplace while developing their own capacity to be innovators and leaders. This presentation will impart lessons learned related to the program and how this model can help organizations build a more engaged workforce and a healthier planet.

Correcting Low Efficiency in High Performance EMS

Dave Wakely

As healthcare organizations try to do more with less they risk sacrificing sustainability. In the case of Peel Paramedic Service, the switch to a "high performance EMS model" led to an increase of ambulances and first response vehicles idling on street corners for hours at a time. The concern over increased carbon emissions was raised by the local union, OPSEU 277, to the

Service's management who did not view the carbon issue as a priority. This presentation will recount how the Paramedic Union in Peel Region acted as a catalyst for greening the work done by its members. By finding elected officials who were already championing green government and directing lobby efforts to them, the local union was able to adjust the management team's outlook. The union intervention led to the installation of anti-idle devices in all one hundred fleet vehicles operated by Peel Paramedic Services and has reduced our consumption of fossil fuels. The presentation will also include a discussion of dealing with rank and file dissatisfaction about green changes and managing technological interventions. As a secondary objective the presentation will explore other green choices being made by service management subsequent to the initial union involvement.

Greening the Built Environment II - International Perspectives

Chair: Jim Sinclair

Saturday, November 30, 2013

4:15pm-5:30pm - WW126

Training for Climate Change: European Experience with Green Training and its Implications for the Canadian Construction Industry

John Calvert

This presentation examines how labour in Europe has addressed the issue of global warming, with a specific focus on the role of the building trades in three countries: Germany, the UK and Denmark. The built environment accounts for over 35% of energy use and GHG emissions in Europe. Reducing its carbon footprint is key to addressing global warming. The paper reviews the EU's overall climate policy and then examines the policies of the three governments on greening the built environment. It then looks at some of the specific initiatives the building trades unions have taken to further the transition to a greener economy, including a review of union policy prescriptions, specific union activities and the direct role of building workers' unions in shaping the restructuring of their respective construction industries to deal with global warming.

The ability of unions to play a constructive environmental role depends on the broader policy framework established by governments and on their

influence within their own industry. Where union density is high and unions are significant players in training and workforce development, as in Denmark and Germany, they have been influential in shaping the industry's environmental policies. However, where unions are weak and have little say over training and workforce development, such as in the UK, they have had little impact in greening construction. The role of labour is only one factor in the success of climate policies. But the presence - or absence - of union involvement does make a difference in the ability of countries to achieve a greener economy and society.

The Role of Labour in Low Energy Construction: Understanding the Difference Between Design Intention and Performance

Colin Patrick Gleeson and Linda Clarke

The gap between the energy design and performance of building envelopes is well documented from feedback on meeting building specifications. For this, specialist testing is required to assess its as-built thermal characteristics for comparison with the original heat loss parameter, a function of fabric performance and air permeability. The paper argues that a key reason for the gap in performance relates to the installation process, in particular site conditions and the knowledge, competence and skills of the workforce. Critical to reducing the gap and to improving thermal literacy are therefore the vocational education and training (VET) provision for the design and production processes and the employment, working and contractual conditions on sites. An analysis of UK construction indicates a multi-layered industry with different types of work and different levels of VET, often for nominally the same vocational areas, with sharp interfaces between different occupations and where a number of envelope construction roles have no formal VET requirements. At the same time, labour is often casually or self-employed and the subcontracting chain extensive. This paper explores the relationship between VET, labour conditions and the achievement of low carbon targets and highlights the need for a more comprehensive system and for integrated directly-employed construction teams to improve energy performance.

Green Building | Building Green: Skills for the Innovation Economy

Robert Luke

George Brown College's Green Building Centre offers a new value proposition to students and industry partners in support of the growing Canadian green and smart building market. Students are able to learn about how new approaches to building are changing with the advent of new approaches to environmentally-focused building. Industry can access a range of services, including business development, intellectual property management, venture creation, as well as product development and testing. The Green Building Centre enables industry-academic applied research partnerships while training students in advanced construction systems, green energy and computer-enabled, efficient buildings. The Green Building Centre ensures that more job-ready graduates enter the market able to advance the building sector's adoption of new approaches, methods, standards and technologies.

This presentation reviews the Green Building Centre and how it adds value to industry's capacity to innovate while ensuring that we produce highly qualified and skilled people who are literate not just in green building, but are also able to innovate. In addition, as part of our focus on sustainability, we have recently conducted an audit of all programs across the college to ensure that all students emerge from our programs with essential skills related to sustainability as it relates to their chosen profession and career. This approach ensures that those graduating from the skilled trades and other programs across the college emerge with skills and understanding related to the green economy.

Climate Justice and Social Exclusion

Chair: Ann Kim

Saturday, November 30, 2013

4:15pm-5:30pm - WW119

Bridging Urban Poverty and Climate Change: The Case of the Global Waste Pickers' Alliance

Rhonda Douglas

In most cities of the global south, waste is collected, sorted and recycled by the informal recycling sector.

This large workforce is part of a labor-intensive recycling chain providing 24 million jobs worldwide (ILO: 2013). Wastepickers are invisible workers at the bottom of the recycling pyramid, earning livelihoods from recovery and recycling, reducing demand for natural resources, as well as greenhouse gas emissions. Despite their positive environmental impact, their activities have not been recognized as an occupation; thus they have been fighting for almost a century to improve their working conditions. The present work examines how climate change has catalyzed wastepickers' role on the front-line of the fight against global warming. Wastepickers organizations have gathered transnationally and worked in alliance with environmental activists to gain recognition and have their voice heard within the climate change agenda. A labour-environment coalition between two international networks (GAIA - WIEGO) has supported the creation of the Global Alliance of Wastepickers. The case methodology focuses on the process of strategic engagement and interventions of this Alliance during five conferences of the United Nations Climate Change Convention. The paper specifically explores how this innovative coalition has contributed both to bring the social struggle of grassroots informal recyclers to the climate justice agenda, as well as to achieve international identity for these important informal workers.

Transition to an Inclusive Green Employment: Employment Equity and the Green Economy

Cheryl Teelucksingh

We are currently in a period of change toward an emerging green economy in Toronto. This transition invites us to question whether the re-invented economic structure will simply reproduce the same structural barriers for diverse populations or incorporate new opportunities for a just transition to the green economy (Mae Burrows, 2001). The concern is whether important considerations of social equity and social inclusion will prevail in this transition. Focusing on the role of policy in the transition to toward an inclusive green economy, this presentation considers the merits of applying an employment equity framework to the emerging green economy structure in Ontario and Toronto, in particular. The presentation will start by examining neo-liberal

restructuring in the economy as a common thread that connects racialized poverty and disinvestment in marginalized communities in Toronto along with sustainability challenges associated with unregulated urban development, high levels of pollution, and the need to consider alternative sources of energy. The lessons learned from decades of employment equity policy provincially and federally will be assessed in light of the current privileging of elite stakeholders in the implementation of Ontario's *Green Energy and Green Economy Act* (2009).

Labour and the Greening of Hospitality: Raising Standards or Union Green-Washing?

Steven Tufts & Simon Milne

In recent years, a number of labour union strategic initiatives have been developed which seek to leverage consumer preference against employers in the hospitality services sector. Some programs focus on rating and certifying hotels based upon environmentally and socially responsible behaviour and labour friendly practices. More bold initiatives have attempted to link working conditions in the hospitality sector to sustainability of the global food system. Campaigns are a response to the perceived green-washing of hospitality through voluntary, self-reporting rating systems and inadequate food sourcing policies. This paper examines union campaigns that recommend hotels according to social and environmental criteria and attempts to link food security issues to foodservice production. Fair Hotels (Ireland); the First Star program (Australia); and UNITEHERE's Real Food Real Jobs campaign (US and Canada) will be examined in this paper. These emerging campaigns differ in orientation, but all face challenges in their ability to meet their strategic goals. There are questions related to the geographic scale of the campaigns and their ability to advocate for a more socially and environmentally sustainable hospitality services sector.

Writing and Publishing: Early Scholars Workshop

Chair: Carla Lipsig-Mummé, Patricia E. (Ellie) Perkins, and Elizabeth Perry

Saturday, November 30, 2013

4:15pm-5:30pm - WW120

Energy II - Critical Perspectives on Renewables: Scenes from Canada and Abroad

Chair: Warren Mabee and Kean Birch

Sunday, December 1, 2013

9:15am-10:45am - WW119

Climate Change and the Forest Sector in South Central BC: Insect Outbreaks, Emerging Bioenergy Technologies and Employment

Sinead Earley

Local governments, community networks, and union councils have the potential to influence climate strategies at regional levels. This paper looks closely at recent changes in the forest sector in the Kamloops Forest District in the south-central interior of British Columbia, with a particular focus on emerging renewable energy technologies and changing labour relations; it examines public reaction to, and participation in, climate change mitigation. The paper reflects upon the most recent and most extensive *Dendroctonus ponderosae* (mountain pine beetle) outbreak in the forest district as an extreme climate event – one that has triggered abrupt changes in forest management with significant impacts on sector employees. In particular, the infestation has left a very large volume of “disturbance” wood within our forests – dead or dying trees that have been identified as a valuable bioenergy feedstock. The outbreak, combined with major wildfires in the province throughout the last decade, has meant that forest carbon uptake has been substantially reduced, effectively turning the forest into a net carbon source rather than a sink. Methodologically, the paper takes a narrative approach and gains knowledge of the beetle and its impact on work through the stories of local actors; semi-structured interviews within the region provide the empirics for the paper, but are also discussed as a method of public outreach and the generation of climate change awareness. Qualitative methodologies in the social science of climate change are discussed alongside the aforementioned forest sector issues.

Canadian Energy and Labour

Jim Quail

The economics and ecology of energy, and the relationship between them, present some of the most difficult dilemmas of our time. Energy sector trade unions have their own complex challenges. As with other sector participants, there is often great tension between long-term goals and strategies, and the limits imposed by more immediate imperatives. Focusing only on short-term demands, maximizing this week's jobs and incomes, can lead to intensely self-destructive courses in the longer term - a microcosm of the general crisis of energy policy. Short-term needs will not go away. However, it is vital that unions maintain a clear long-term strategic vision, build broad alliances to fight the smash-and-grab approaches of corporations and governments, and ensure that the emerging green economy is democratic in its industrial relations and equitable in its social impact, and that the economic transformation is not used to de-unionize the energy sector or privatize the energy commons.

Making 'Energy Democracy' a Core Trade Union Issue in the Effort to Fight Climate Change and Build Workers' Power

Sean Sweeney and Lara Skinner

Public ownership and democratic control over energy resources and options needs to become a core trade union demand, one that is taken up forcefully by energy and non-energy sector unions alike. Privatization and liberalization have failed and are unpopular all over the world. The projected increase in emissions from fossil fuels constitutes a planetary emergency - threatening a catastrophic 6 degrees Celsius of global warming by the end of the century according to the International Energy Agency. Market measures and conventional regulatory approaches have failed to either constrain the rising use of fossil fuel use or lead to the deployment of renewable energy to the levels required in order to achieve science-based emissions reduction targets. Still, 1.5 billion people have no access to electricity. Unions can help reclaim the energy system by joining with other social movements in the effort to build a renewables-based energy system that incorporates community choice, public control, and

regards emissions reductions as a public good. The recent launch of Trade Unions for Energy Democracy illustrates how this perspective is gaining support among unions around the world.

Green Jobs and Renewable Energy: Exploring the Economic Development Impact of Renewable Energy Initiatives in Ontario and Europe

Mark Winfield

Ontario's 2009 *Green Energy and Green Economy Act* sought to achieve a number of policy goals. These included the rapid deployment of renewable energy resources in the province, in part to support the phase-out of coal-fired electricity generation. In addition, in the context of the ongoing decline of the province's manufacturing sector, accelerated by the impact of the 2008 financial crisis, the legislation was design to encourage and facilitate the development of a competitive renewable energy technology design, manufacturing, installation, operation and servicing sector in the province. The Government of Ontario has consistently stated its goal of creating 50,000 new jobs in the renewable energy sector through the legislation, and claims that 20,000 new jobs have been created through the legislation.

The actual employment and economic development impacts of the legislation are the subject of considerable debate. This paper examines the key points of disagreement and contention over the economic impact of the Ontario legislation, particularly the Feed-in-Tariff (FIT) program established under it. The paper places these debates in Ontario in a wider comparative context, and employs a discourse analysis framework to explore how similar discussions have unfolded in other industrialized jurisdictions pursuing large-scale renewable energy development programs. The key case studies in this regard include Germany, Denmark, Spain, the United Kingdom and selected US states. Finally, the paper draws out implications for the policy decisions that Ontario now faces with respect to its FIT program and wider electricity and energy programs. The paper draws on research undertaken by the author under a research grant from Sustainable Prosperity, based at the University of Ottawa.

Gender and Climate Change II

Chair: Coralie Breen

Sunday, December 1, 2013

9:15am-10:45am - WW120

The Gender Impact of Green Job Creation

Joan McFarland

There are many who fear a negative employment impact from measures to fight climate change. Those fears have been countered by others such as those in the BlueGreen movement who point out the potential for green job creation in replacing the jobs lost in fossil fuel and other CO2 emitting industries. However, there has been little gender-based analysis of the impact of green job creation. This is despite warnings from some that "green jobs are almost entirely male, especially in the alternate energy area". This research seeks to make a start in filling the void in gender-based analysis. I look at the more general analyses around green job creation and then present evidence that I have gathered around green job creation's gender impact. The evidence comes mostly from New Brunswick but one of the case studies comes from Nova Scotia. The research begins by looking at various studies of green job creation. Unfortunately, none of them has looked at the issue of gender impact. Some do, however, list the types of jobs that would be created from green initiatives. Taking these lists and finding the gender breakdown of those jobs in New Brunswick with data from the 2006 Census, provides an indication of the gender impact of green job creation. This is followed by the presentation of two case studies of green initiatives- one in New Brunswick and one in Nova Scotia. The first is a case study of Efficiency New Brunswick, a government organization that "promotes and rewards the use of energy efficiency in the province". Although achieving energy efficiency in the province is Efficiency New Brunswick's primary goal, green job creation is also an important outcome of its work. The second case study is that of Daewoo, a plant established in 2010 and partly owned by the Nova Scotia government, which builds turbine parts for the production of green energy. From the point of view of the government, job creation, and specifically green job creation would be the primary goal of this initiative. In each of these cases, I seek to determine

the gender impact of the green jobs created.

Since both the data and the case studies show that the green jobs created are almost all non-traditional for women, I turn to the whole question of women in non-traditional occupations. This examination includes women in apprenticeship programs and women's experiences in non-traditional jobs at the workplace. Lastly, I look at the policy implications of my findings. If women are severely under-represented in the green jobs created to mitigate climate change, are there ways to counter this effect? Could women and men benefit more equally in such job creation initiatives? In this light, certain employment and training equity policy options are discussed.

The Significance of Differing Concepts of a Green Economy for Employment and Public Policy Initiatives: A Gendered Perspective

Greg O'Brien and Marjorie Griffin Cohen

In most discussions of green jobs, the focus is on particular types of jobs that contribute in some way toward reducing GHG emissions. The common public policy solutions (when they exist) are related to providing training for jobs that relate to reducing GHG emissions in the industries with the heaviest emissions, and providing other government supports to developing these sectors (e.g. energy sector, construction, transportation). These kinds of initiatives continue to dominate the discussion of green jobs, but there is increasingly an interest in expanding the concept so that a wider range of occupations can be included in policy initiatives. Often this is referred to as greening jobs.

Along with this is an even more expansive concept of a green economy, as a way of rethinking traditional ideas about how economies are structured and oriented primarily toward economic growth. The United Nations Environment Programme has gone so far as to state (in its Green Economy Initiative 2011) that there is "disillusionment with our prevailing economic paradigm," and the sense that the economic and ecological crisis can be overcome by fostering a green economy.

The prevailing concepts of green jobs are fairly exclusionary and including gender initiatives in any public policy related to climate change will necessitate a different approach to economic paradigms. The

literature on the green economy is fairly large and covers a wide range of ideas about what it would mean, from those requiring a completely different paradigm, to those mainly focusing on technological transformations (such as clean technologies, waste reduction, sustainable farming, etc.)

This paper examines the range of ideas about a green economy, to understand how inclusive it could be in relationship to the type of jobs created, and who would get these jobs. Specifically, it examines the way that ideas related to social reproduction are included in the debate on a green economy. The paper argues that a shift in consideration of the main economic drivers of an economy (away from energy, autos, and construction) toward a consideration of different types of work as significant (mainly in the services-oriented sectors) could expand the idea of what would constitute a green economy in Canada.

Capital, Climate and Community: Microfinance and Gender

Tonia Warnecke

Millions of men and women in the Global South work in the informal sector. While the sector is diverse, housing many different types of occupations, women are more likely than men to be informal sector workers and women are more likely to occupy the lowest-paid occupations within this sector. This contributes to gendered poverty, health, education, and ecological outcomes, among other human development issues. In light of these continuing challenges, it is important to both improve work conditions and opportunities for women in the informal sector and promote more formal sector work opportunities for women.

One popular method of incentivizing female employment in developing countries has been microfinance. Often, microfinance is described as a community-building enterprise given common group lending and saving models. While microfinance has helped millions of the unbanked and underbanked - particularly women - gain access to credit and escape dire poverty, this is not the same thing as community - building, which impacts women's ability to develop community-level responses to environmental impacts. This paper investigates the extent to which microfinance is able to build community and sustain individual entrepreneurs' attention to social and solidarity economy, given the marginalization of

microfinance compared to the formal banking sector, the spread of for-profit microfinance institutions, the inattention paid to the social utility of the entrepreneurs' products, and the lack of built-in mechanisms for "giving back". Alternative approaches to microfinance which fundamentally restructure the way it works, specifically considering the issue of community and the environment, will be discussed as a possible next evolution of this form of social enterprise.

Youth and Climate Change

Chair: Rosemarie Powell

Sunday, December 1, 2013

9:15am-10:45am - WW126

Climate Change, Complexity and Social Justice: Exploring Linkages Through Simulation

Brad Bass

This interactive workshop allow students to explore the linkages between climate change and its impact on resources, jobs, and social justice. The workshop uses the COBWEB (Complexity & Organized Behaviour Within Environmental Bounds) to develop computer simulation experiments to explore these themes. These simulations are complemented by other activities to reinforce some of the concepts that will be used in the workshop.

COBWEB was developed to explore how complex systems that might include people, animals or bacteria adapt to environmental change and environmental variability. The software contains two major components:

1. A population of agents that make decisions on movement, consumption and reproduction and;
2. The resources that the agents consume, which are also variable in location.

Global versus Local: Can Regional Development Survive in a New Age of Free Trade?

Angelo DiCaro

Building truly sustainable economies requires us to refocus on the localization of production processes, in the midst of accelerating global trade flows and more intricate inter-continental supply chains. Regional development initiatives, including "Buy-

Local” policies, have long been used as policy tools by governments to support job creation (including among youth and vulnerable communities), target strategic investments, manage regional economies and foster sustainable development. Viewed by some as protectionist (particularly in recent years, following the global financial crisis), the policy space governments have to craft “Buy-Local” policies appears to be shrinking. Global trade agreements and pacts (both new and existing) are being used as tools to police the use of regional development initiatives and “Buy-Local”. In Ontario, “Buy-Local” policies intended to incubate a new green manufacturing industry have been undermined. A recently-signed free trade deal between Canada and the European Union marked the completion (albeit in-principle) of the first in a series of next-generation global trade accords – deals that extend beyond border tariffs into areas of public policy-making, at all levels of government. These agreements aim to control the use of local development policies (among other goals), while expanding global trade flows and entrenching the rights of investors. With limited policy room to maneuver, do innovative and locally-focused sustainable development initiatives stand a chance in this new age of free trade?

PowerShift From the Ground Up

Cameron Fenton

According to groups from the World Bank to the International Energy Agency and HSBC, upwards of 80% of global fossil fuels need to remain underground in order for the world to maintain a safe a stable climate. The challenge for our generation is how to transition away from a fossil-fuel based energy economy to a community-driven, clean energy economy. But doing so won't happen overnight, nor will it happen without political pressure. In this session, we'll examine the rising youth mobilization across Canada and around the world for a clean and just future, how young workers are getting involved and how we can work together moving forwards in Canada.



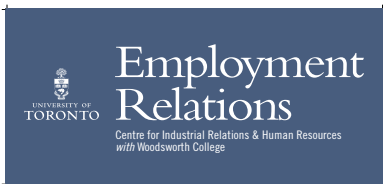
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