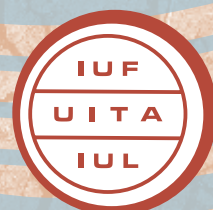
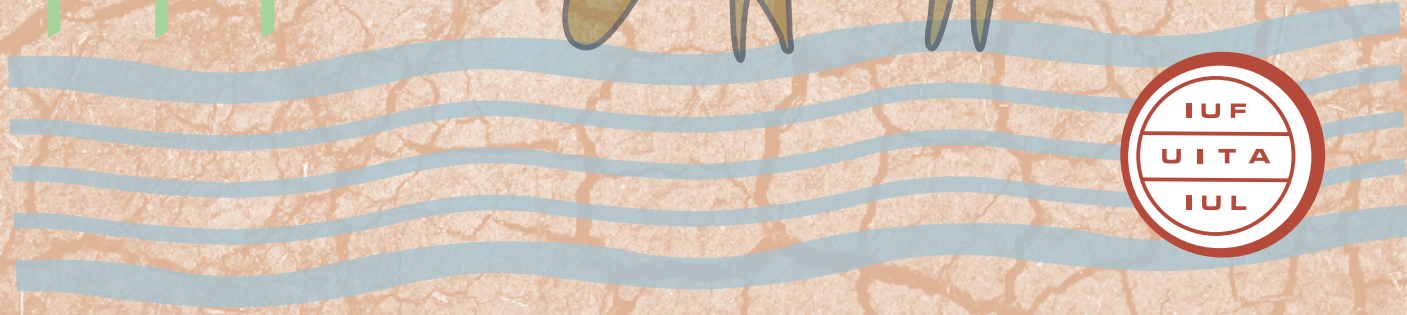
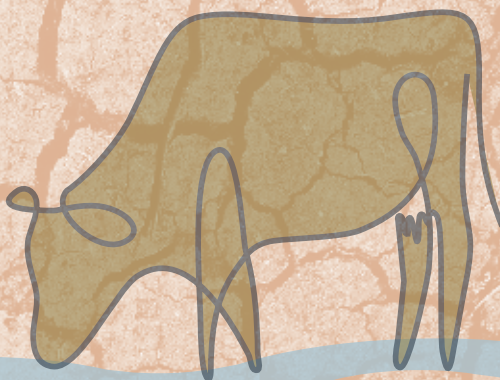


Fighting for our **Future:**

An IUF Guide on Tackling the Climate Crisis
in Intensive Livestock Production





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GLI would like to thank those who contributed information and provided feedback in the development of this guide.

This guide is based on research by Elena Pagnoni.



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The IUF has a 100 year history of fighting for workers' rights for democracy and social justice. We have stood with working people struggling to defend and assert their rights for as long as it takes to win.

In the 21st Century humanity is faced with an unprecedented crisis. It threatens to multiply significantly the numbers of people facing malnourishment and conflict. It threatens the destruction of jobs and livelihoods and the displacement of people in unprecedented numbers.

The climate crisis can only be resolved alongside the fight for rights, equality and justice. Fighting For Our Future means fighting for a food system that rejects exploitative and extractive practices and which renews itself in harmony with environmental and climate stability. This is inseparable from the fight for rights, equality and justice for the world's workers.

Sue Longley, General Secretary of the IUF

ACRONYMS AND ABBREVIATIONS

| | |
|--------|--|
| CAFO | Concentrated animal feeding operation |
| CO2 | Carbon dioxide |
| CONTAG | National Confederation of Workers Rural Farmers and Family Farmers |
| EFTA | European Free Trade Association |
| FAO | Food and Agriculture Organisation |
| GHG | Greenhouse Gas |
| HKMP | Hind Khet Mazdoor Panchayat union |
| ILO | International Labour Organisation |
| IPCC | Intergovernmental Panel on Climate Change |
| ITUC | International Trade Union Confederation |
| IUF | International Union of Food, Agricultural, Hotel, Restaurant, Catering, Tobacco and Allied Workers' Associations |
| KUSPAW | Kenya Union of Sugar Plantation and Allied Workers |
| NNF | Food Workers' Union (Denmark) |
| NGO | Non-governmental organisation |
| OHS | Occupational Health and Safety |
| TNC | Transnational Corporation |
| UFCW | United Food and Commercial Workers Union (North America) |
| UK | United Kingdom |
| UN | United Nations |
| UNFCCC | United Nations Framework Convention on Climate Change |
| USA | United States of America |
| WTO | World Trade Organisation |





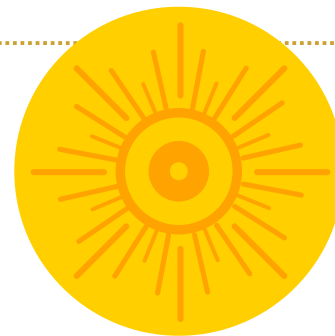
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GLOSSARY

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|---------------------------------------|---|
| Agricultural dumping | When commodities are exported at prices far below the cost of production. This encourages over-production, distorts prices, and lowers the returns of small farmers. This particularly impacts lower-income countries. |
| Agrochemicals/Agro-toxins | Chemical products used in agriculture. This includes for example pesticides, herbicides, and synthetic fertilisers. Many agrochemicals are toxic and can pose significant risks to the environment and to health. |
| Agroecology | The production of food in harmony with the climate and with people. This means a shift away from using high-input artificial fertilizers and pesticides to organic forms of food production. It also means transforming power inequalities in the global food system. |
| Agroforestry | Where trees and shrubs are grown amongst crops or pastureland to improve animal nutrition. |
| Anthropogenic Greenhouse Gases | Greenhouse gas emissions that are caused by human activity. The three main greenhouse gases are methane, nitrous oxide, and carbon dioxide. |
| Biodiversity | The variety of plant/animal life in a particular habitat, or in the world. |
| Climate Change/Climate Crisis | The global change in climate patterns caused by the warming of the planet. This has reached crisis levels and is putting billions of lives and livelihoods at risk. |
| Collective bargaining agreements | Written agreements determining working conditions and terms of employment that come out of negotiations (collective bargaining) between unions and employers. |
| Concentrated Animal Feeding Operation | A system of livestock production where large numbers of animals are produced in a confined space. |
| Decarbonise | To remove or reduce carbon dioxide emissions. |
| Ecosystem | A community of plants, animals and other organisms, weather, and landscape. |
| Extensive farming systems | This is where livestock is fed through the natural ecosystem/with natural resources such as by animals grazing on grassland. This means no more confined animal feeding operations. |
| Food security | When all people, at all times, have physical and economic access to sufficient, safe and nutritious food that meets their dietary needs and food preferences for an active and healthy life. |
| Food Sovereignty | The right of all peoples, communities, and countries to define their own agricultural, pastoral, labour, fishing, food and land policies which are ecologically, socially, economically and culturally appropriate to their unique circumstances. It includes the true right to food and to produce food, which means that all people have the right to safe, nutritious and culturally appropriate food and to food-producing resources and the ability to sustain themselves and their societies. |

| | |
|---|--|
| Free Trade Agreements/Trade and Investment Agreements | Agreements between two or more countries which reduce or remove barriers to trade and encourages more trade and investment. A common characteristic of these agreements is the promotion of investor rights over universal human rights. |
| Global Warming | The increasing temperature of the earth as a result of human activity. |
| Greenhouse Gas Effect | The natural process where a layer of gases in the atmosphere (called greenhouse gases) trap heat from the sun that is reflected up from the surface of the earth. This is what keeps the earth warm enough to enable life to exist. |
| Greenwashing | The process whereby a company/organisation promotes an environmentally friendly/sustainable initiative to divert attention away from harmful environmental practices. |
| Integrated livestock systems | This is where raising livestock is incorporated into wider farming operations. This enables more efficient and sustainable systems because livestock can be fed with crops or forages that are produced on the farm. |
| Intensive Livestock Production | A type of agricultural production to raise animals which aims to maximise production and minimise costs. It is also known as industrial livestock production or 'factory farming.' |
| Just Transition | A framework to protect jobs, incomes, and livelihoods at risk because of climate policies. It also calls for socio-economic transformation of the global economy. |
| Mixed farming systems | A farming system which involves the growing of crops and raising of livestock alongside one another. Animals and crops are rotated to allow soils to regenerate. |
| Monoculture farming | A type of farming where only one type of crop is grown at a time. This helps to increase yield and profit and to reduce cost. |
| Renewable energy | Energy that comes from naturally restored sources. This includes wind, water, or sun. |
| Rotational grazing systems | Moving livestock to different (fresh) parts of grassland/pasture to allow pastures to rest, regrow and regenerate before they are grazed again. |
| Subsidies | Money given by governments/public bodies to help an industry keep the price of something low. |
| Supply management | A system designed to control the supply and stabilise the price of livestock production. The control of supply prevents overproduction, and delivers fair and stable incomes for farmers, fair wages for workers and fair prices for consumers. This system is opposed by big corporations and politicians who favour trade and investment agreements. |
| Zoonotic disease | A disease that is transmitted from animals to humans. |



INTRODUCTION

The climate crisis is already destroying the livelihoods of workers across the world. It is of particular concern for workers in livestock production. Livestock production is one of the most emissions intensive sectors in the global food system. The sector is also negatively affected by the impacts of climate change.

Global transformation to a more climate-friendly food system with more sustainable practices is more urgent now than ever. But this poses huge challenges for workers whose livelihoods risk being negatively impacted by the transition. To ensure that any transition does not leave workers behind, unions need to demand a voice to be able to lead and shape the necessary change. This means fighting for a **just transition**.

Just Transition is a framework to protect jobs, incomes and livelihoods that are at risk because of climate policies. This means that workers whose jobs will be affected by the transition should not be left behind – workers must have a voice in planning the transition, and green, decent, and secure jobs must be created through the transition. On a broader level, it also calls for deep socio-economic transformation of the global economy to address the root causes of the climate crisis. This means a radical shift away from the current system towards a more equal, just, and sustainable world. Unions need to take practical action at the local level to facilitate transformation of the global food system.

In 2017, the 27th IUF Congress endorsed a resolution which put the climate crisis central to IUF work.¹ In 2019, the IUF held a climate workshop for affiliates in meat, dairy, and agriculture sectors. Affiliates identified the need for policy and educational resources to assist in the transition towards a more climate-friendly food industry. The IUF commissioned research on this issue. This is a guide based on that research.

Who is this guide for?

This is a guide on the climate crisis for workplace representatives and union delegates in meat, dairy, and agriculture. It is of particular relevance for union leaders, including workplace leaders, from agriculture and food processing unions with members working in livestock raising and meat and dairy production, women workers' committees, and young workers. It has a global scope.

What is this guide for?

This guide is intended to be a first step in equipping unions to influence the conditions for a just transition for workers in the meat and dairy sectors, and to enable them to propose the necessary transformative solutions to tackle the climate crisis.

This guide will:

- Raise awareness about the impact of intensive livestock production on the climate crisis.

¹ For more information see IUF resolution here: <https://www.iuf.org/what-we-do/policy-perspectives/climate-crisis/>

- Enable unions to understand the alternatives for sustainable meat and dairy industries and to understand methods to reduce emissions in agriculture.
- Encourage unions to propose practical solutions to mitigate the climate crisis and to take action to influence the conditions for a just transition for workers in meat and dairy sectors.
- Encourage unions to integrate just transition into the union bargaining agenda – at workplace and company level.
- Empower unions to have a voice to help shape and jointly agree the formulation of policies, programmes, and action plans for transition to climate friendly companies and economies.
- Enable unions to lobby governments to support the transition to a more sustainable food system.
- Encourage unions to build campaigns to oppose free trade agreements that increase negative impacts on the climate.
- Improve participation of women workers in climate change negotiations in the meat and dairy sectors.

How to use this guide?

This document includes a **guide on the climate crisis** and an **activity workbook**.

The **guide** provides information about the contribution of intensive livestock production to the climate crisis, about why the climate crisis is a union issue, and how unions can take action. The guide sets this in the wider political context. It is important for unions to understand this context to recognise the need for system transformation to address the climate crisis. Unions can use this information to formulate practical demands at the local level.

The contents of the guide can be used in whole with participants working through each section and activity in turn, or each section can be used separately, depending on the need in your local context.

The Guide contains:

- Briefings on key issues.
- Further resources that might be useful for additional information and learning.
- Some examples of good practice by unions.

Action on the climate crisis is a relatively new issue for unions. This means that there are not many strong examples of union action that are relevant to this sector, which emphasises the need for more union action on the climate crisis in livestock production sectors. The guide does include some examples from other sectors.

The **activity workbook** contains exercises that can help unions to better understand the main issues, to plan for just transition and to develop practical action. The activities can be used as they are or can be adapted to suit local needs.

The Activity Workbook contains:

- Facilitators notes, describing objectives, intended outcomes and instructions on how to run the activity.
- Participants' activity sheets.
- Some further resources that might be useful for the session.



GUIDE

A UNDERSTANDING THE CLIMATE CRISIS

This section gives some background information about the climate crisis. It also explains the contribution of intensive livestock production to the climate crisis.

- Human activity has caused global annual temperatures to increase by more than 1°C since the 1800s.
- Increasing temperatures are causing climate change. Sea levels are rising and there are increasing numbers of extreme weather events.
- Scientists have set a temperature increase of 1.5°C as the 'safe' limit for global warming.²

I. WHAT IS CLIMATE CHANGE?

The planet is in crisis. Climate change is threatening the world and is affecting all workers.

Climate change is the global change in climate patterns caused by the increase in the temperature of the planet. This includes:

- Rising land and sea temperatures.
- More frequent and extreme weather events, including heatwaves and droughts, heavier rainfall and flooding, hurricanes, and cyclones.
- Early snowmelt and loss of glaciers and ice which contributes to rising sea levels.

Across the world, these changes are negatively impacting people and the planet.

Climate change is becoming so urgent that it is now widely referred to as the '**climate crisis**' or '**climate emergency**.'

What is 'Global Warming'?

The temperature of the earth relies on the **greenhouse effect**. This is when a layer of gases in the atmosphere of the earth (called **greenhouse gases**) trap heat from the sun that is reflected up from the surface of the earth. This is what keeps the earth warm enough to enable life to exist.

² For more information see: <https://www.bbc.co.uk/news/science-environment-45678338>

But human activity is increasing the amount of greenhouse gases that are released into the atmosphere (called **emissions**). Greenhouse gas (GHG) emissions from human activity (called **anthropogenic greenhouse gases**) are mainly caused by three greenhouse gases:

- **Methane**, which is mainly produced by farming and food waste.
- **Nitrous oxide**, which is produced by fertilisers, livestock waste, and burning fossil fuels and wood.
- **Carbon dioxide**, which is produced from burning fossil fuels (oil, gas, coal) for energy; and deforestation which releases stored carbon dioxide into the atmosphere and removes plants able to capture carbon dioxide.³

These GHG become trapped in the atmosphere and increase global temperatures. This is known as **global warming**. Since the 1800s, human activity has caused global annual temperatures to increase by more than 1°C.

This doesn't sound like much, but unless we limit the temperature rise to under 2°C the effects will be catastrophic – collapse of already fragile ecosystems, displacement of communities, even more extreme weather events, food insecurity, and conflict as resources become scarce and people are forced to migrate.

International Action on Climate Change

In 1992, the United Nations (UN) established an international agreement to deal with climate change (called the UN Framework Convention on Climate Change (UNFCCC)). As a result, every year since 1995, talks about the climate are held (called UN Climate Change Conferences/COP). These talks bring together all the countries that agreed to the Convention to assess progress in tackling climate change. They also negotiate obligations for countries in the Global North to reduce GHG emissions. Trade unions have limited representation at these meetings.⁴

In 2015, the UN Climate Change Conference adopted the Paris Agreement. It is a legally binding agreement which commits the 191 countries who signed it to tackle climate change - by cutting GHG emissions and making their economies more sustainable. It also sets a global temperature increase limit of 1.5-2°C to avoid the worst impacts of climate change.⁵

But current actions are nowhere near enough to limit global warming to manageable levels.

In 2021, the UN Intergovernmental Panel on Climate Change (IPCC) (an intergovernmental body of the UN) released a report warning that human activity is affecting the climate in irreversible ways. Without 'immediate, rapid, and large reductions in GHG emissions', limiting global warming to 1.5°C will be impossible and climate destruction likely.⁶



3 For more information about global warming see: https://www.tuc.org.uk/sites/default/files/2021-06/greenerworkplaces_may21_2.pdf

4 For more information about trade union involvement see: <https://cop26coalition.org/about/the-coalition/>

5 For more information about the Paris Agreement see: <https://unfccc.int/process-and-meetings/the-paris-agreement/the-paris-agreement> and <https://youtu.be/WiGD0OgK2ug>

6 For more information see: <https://www.ipcc.ch/2021/08/09/ar6-wg1-20210809-pr/> and for an accessible summary of the report see: <https://www.theguardian.com/science/2021/aug/09/humans-have-caused-unprecedented-and-irreversible-change-to-climate-scientists-warn>

II. THE CLIMATE CRISIS AND INTENSIVE LIVESTOCK PRODUCTION

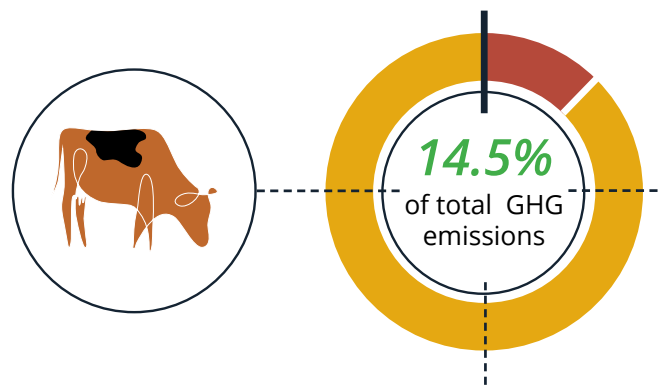
- The global food system is responsible for over 1/3 of GHG emissions.
- The livestock supply chain contributes about 14.5% of total global emissions.
- Cattle are the biggest emitters, contributing about 62% of the sectors emissions.
- Latin America and Asia emit the highest levels of GHG.

Climate Crisis and Livestock Production

The climate crisis is a threat to everyone. But it is of particular concern for workers in the food industry. This is because the sector is both impacted by and has an impact on the climate crisis.

The global food system is responsible for over one-third of all human-caused GHG emissions globally. The intensive production of meat and dairy (**intensive livestock production**) is the most resource and emissions intensive sector in agriculture. It is responsible for 14.5% of all human-caused GHG emissions globally.⁷

Livestock contributes 7,100 MtCO₂e/year or 14.5% of total global GHG emissions

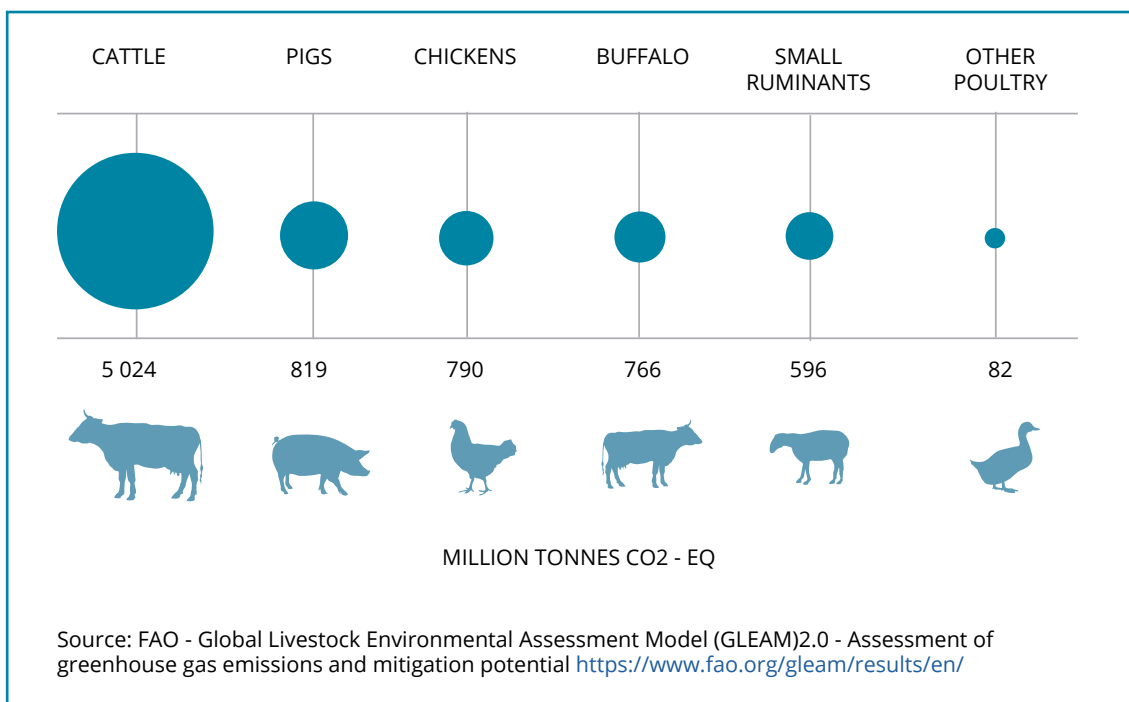


Source: <https://caafs.cgiar.org/bigfacts/#theme=food-emissions>

⁷ For more information see: <http://www.fao.org/news/story/en/item/197623/icode/>

Intensive livestock production (also known as ‘industrial livestock production’ or ‘factory farming’) is a method of raising animals for meat and dairy which focuses on maximising the scale of production and efficiency and minimising the costs. In today’s global food system, intensive livestock production is the main model of production for meat and dairy products.⁸

Concentrated animal feeding operations (CAFO) is the system mostly used in intensive livestock production. This is an industrial sized livestock operation where a large number of animals (usually cows, chickens, or pigs) are raised in a confined space. Rather than the animals grazing, feed is brought to the animal. CAFO systems contribute huge amounts of pollution and emissions: waste (manure) is produced, releasing methane and nitrous oxide, and it is usually not properly treated which means that pollutants - such as chemicals - are released into the environment.



Different livestock species cause different levels of GHG emissions. Cattle – raised for both meat and dairy - are the biggest contributors. They make up 62% of the sector’s emissions. Pigs, poultry, buffalo, and other smaller animals such as sheep generally emit lower levels of emissions. They make up about 7-11% of emissions.⁹

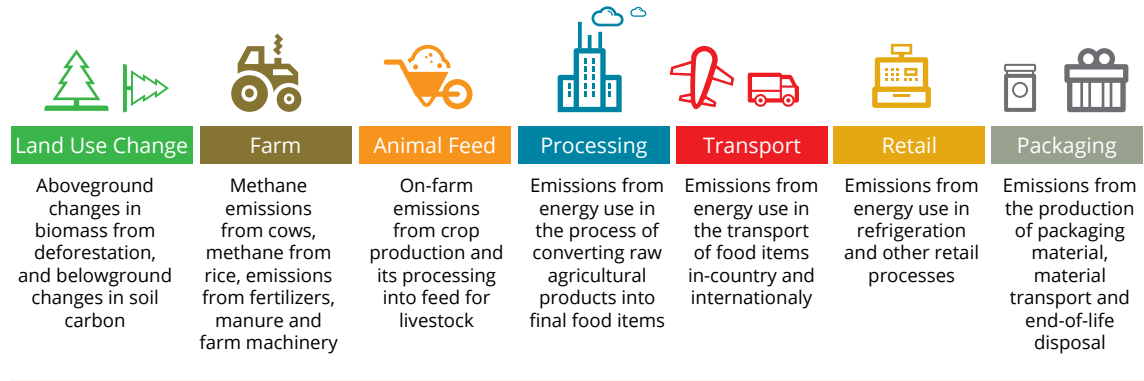


8 For more information see: <https://www.iatp.org/industrial-livestock>

9 For more information about the impact of intensive livestock production on the environment see: <http://www.fao.org/gleam/results/en/> and <http://www.fao.org/3/i3437e/i3437e.pdf> and <https://www.iatp.org/documents/livestocks-contribution-15c-pathway-0> and <https://grain.org/en/article/6577-what-does-factory-farming-have-to-do-with-the-climate-crisis-comic-strip-edition>

A. The main causes of greenhouse gas emissions in intensive livestock production

FOOD: GREENHOUSE GAS EMISSIONS ACROSS THE SUPPLY CHAIN



Methane is the biggest GHG emission from livestock, making up 30% of methane emissions globally. Livestock produce methane (released through the mouth) when they break down food in their stomachs.

Livestock produce **manure**. When manure breaks down it releases lots of methane and nitrous oxide emissions. When lots of animals are managed in a confined area these emissions are higher. When livestock are raised in confined environments, **manure must be removed or disposed of**. Wet manure management systems (using water to handle/store manure until used as fertiliser) are responsible for about 9% of total GHG emissions from agricultural production globally.

Ever-expanding livestock production means that producing **animal feed** (such as corn or soybean) contributes almost half of all emissions from livestock production. This comes from land being cleared and the use of polluting agrochemicals (fertilisers/pesticides) to produce feed. Animals farmed using intensive livestock methods also consume more food than they produce. Growing food to feed animals so that humans can eat the animals is very energy inefficient.

Almost half of all agricultural emissions are caused by the management of soils through the use of **synthetic agrochemicals**. This can lead to nitrous oxide emissions. Over half of all nitrogen that is added to crops ends up polluting ground or surface waters, or the air. It also damages the health of soil. Fossil fuels also need to be burnt to produce and manufacture agrochemicals, releasing a lot of carbon dioxide into the atmosphere.

Huge amounts of energy are needed in the livestock production supply chain – for agriculture, manufacture, transportation, and refrigeration of products. Fossil fuels are burnt to provide energy, releasing carbon dioxide emissions (20% of GHG emissions from the livestock supply chain.)

Clearance of land for feed production and livestock grazing, makes up 9% of emissions from the sector. 80% of new land for crops/pastures comes from deforestation (removal of forests). This releases carbon that is stored in plants which contributes to GHG emissions.

The intensive production of livestock also harms the environment in other ways:

- Deforestation and land degradation contributes to loss of habitat for animals (biodiversity).
- Extractive industrial farming practices exhaust nutrients in soil that are depleted faster than they can regenerate. This means soil is degraded, making it increasingly difficult to grow crops.
- Agrochemicals contaminate water supplies.
- Widespread use of monoculture farming (one type of crop is grown at a time to increase yield and reduce costs) requires extensive use of agrochemicals, and exploitation of water resources.
- Irrigation of feed crops and water use for meat and dairy production exploits water resources.
- Packaging from products and food waste pollute the environment.
- Transportation of food exported to distant markets burns a lot of fossil fuels, releasing carbon dioxide into the atmosphere.¹⁰

B. Why Intensive Livestock Production?

In recent years **demand for livestock products** has grown.¹¹ This has been spurred on by population growth (expected to grow 2 billion by 2050), the growth of the middle class and shifts in lifestyles and diets. This demand is expected to continue to keep growing.

This has been accompanied by the rise of the **neoliberal agenda**, increased **globalisation of supply chains** and increased numbers of **trade and investment agreements**, which are endorsed and promoted by national governments and international institutions such as the World Trade Organisation (WTO). This has increased demand for and consumption of livestock products globally and expanded meat and dairy markets, leading to huge scaling up of intensive production methods and an export-driven system of global food production which is destroying the climate.

International trade in meat and dairy products relies on the use of climate damaging practices for production and contributes huge amounts of GHG emissions. Trade agreements also limit governments' ability to introduce policies to tackle the climate crisis.¹² Unless we find alternative sources of energy and adopt different agricultural practices, increased global trade is incompatible with tackling the climate crisis.

¹⁰ For more information about the causes of emissions in intensive livestock production see: <https://www.fao.org/3/i3437e/i3437e.pdf>

¹¹ For more information about key drivers in food processing: <https://www.iuf.org/wp-content/uploads/2018-Key-drivers-in-the-food-processing-industry-in-the-next-five-years.pdf>

¹² For more information about the impact of trade and investment on the climate crisis see: <https://www.tjm.org.uk/documents/briefings/Alternative-Trade-for-the-PlanetFINAL.pdf>

Trade and Investment Agreements Harming the Planet

In 2019, a trade deal was signed between the European Free Trade Association (EFTA) (Switzerland, Liechtenstein, Norway, and Iceland) and Mercosur (Argentina, Brazil, Paraguay, and Uruguay). Many of the agricultural products promoted for export in the agreement are amongst the biggest contributors to GHG emissions. The agreement intends to boost Mercosur exports of beef, poultry and animal feed, and boost EFTA exports of cheese and fish, despite the fact that EFTA already has its own meat and poultry industries, and Mercosur has its own dairy and fish processing industries. If the agreement is implemented, it is likely to drastically increase emissions.¹³

Pressure on profits and efficiency have caused the global food system, the land it relies on and the products it produces to be heavily **financialised**.¹⁴ Years of mergers and acquisitions have resulted in the sector being dominated by a small number of transnational corporations (TNCs) whose financial assets have enabled them to establish control over the supply, processing and distribution of meat and dairy products. These companies prioritise short term profits and returns to investors, including using relentless restructuring, at the expense of the climate and of the rights and wellbeing of workers. These companies are big contributors to GHG emissions, and their economic power means that they can lobby governments and international institutions to ease trade and investment and to influence agricultural and climate change policy.¹⁵

- The top ten global meatpackers dominate the meat sector. The top three of these have food sales that are double, or even triple that of number four.
- In 2009-2010, the meat production of Brazilian meat company JBS alone surpassed the production of the world's top 11-20 meat companies combined.¹⁶
- The emissions of the top five meat and dairy corporations combined are responsible for more annual GHG emissions than the fossil fuel companies Exxon, Shell, or BP.¹⁷
- The top 20 meat and dairy companies emit more GHG than some countries – such as Germany, Canada, Australia, or the UK.¹⁸
- 70% of GHG emissions are the result of corporate activity.

13 For more information see: <https://grain.org/en/article/6662-efta-mercosur-another-low-blow-to-climate-peoples-rights-and-food-sovereignty>

14 For more information about financialisation see: <http://www.iufdocuments.org/buyoutwatch/Financialization-e.pdf> and <https://www.iuf.org/wp-content/uploads/2020-Financial-short-termism.pdf> and <https://www.iuf.org/wp-content/uploads/2007-A-Workers-Guide-to-Private-Equity-Buyouts.pdf>

15 For more information about corporate control over meat and dairy industries see: <https://www.iatp.org/milking-planet> and <https://www.iatp.org/documents/regulate-global-meat-and-dairy-companies-cut-methane-and-avoid-climate-breakdown>

16 For more information see: <https://www.iatp.org/blog/leaders-global-meat-complex>

17 For more information see: <https://grain.org/article/entries/5976-emissions-impossible-how-big-meat-and-dairy-are-heating-up-the-planet>

18 For more information see: <https://www.iatp.org/supersized-climate-footprint> and <https://grain.org/en/article/5690-the-global-dangers-of-industrial-meat>

Trade rules only benefit agribusiness corporations further. The liberalisation of trade rules frequently allows meat and dairy products to be exported at prices far below the cost of production (called '**agricultural dumping**'). This can be devastating for small farmers in importing countries – it lowers their returns and distorts prices.¹⁹ These negative impacts are frequently dumped on lower-income countries for the benefit of big business in the Global North. For example, poultry is frequently exported by European countries to countries in Africa, pushing poultry farmers out of local markets and destroying the rural farming economy.²⁰ This also encourages over-production which undermines efforts to tackle the climate crisis. Land grabbing has also become a routine practice by agribusiness, violating the basic rights and livelihoods of indigenous people and smallholder farmers, and destroying rural livelihoods.

The concentration in buyers puts pressure on farmers to accept lower prices and conform to companies' requirements for raising livestock or being forced to move to producing monocultural feed grain for animals raised in CAFOs.

This has resulted in a deeply unequal global food system which is maintained by workers' whose labour is exploited in the name of economic growth. Workers in intensive livestock production face relentless drives to reduce costs, which results in stagnating wages, undermining of rights, downgrading of working conditions, and insecure and dangerous work, including excessive line speeds.

In agriculture, where much of the work is seasonal, union density is low and the sector is dominated by high rates of informality, deteriorating working conditions, low wages, occupational health and safety (OHS) issues and violence and harassment, particularly gender-based violence and harassment. Groups in situations of vulnerability – including women, young workers, and informal workers - are overrepresented in the agricultural workforce.

In meat and poultry processing the work is dangerous, and many workers - particularly sub-contracted and precarious workers – are unorganised and face exploitation and limited protection at work. Although some parts of meat processing are well organised, the sector also relies on large numbers of migrant workers and groups in situations of vulnerability, who frequently face discrimination and barriers to accessing their rights as workers, lack power and are regarded as disposable by corporates. The competitive pricing methods adopted by large retailers keep meat prices at artificially low levels for the consumer and suppresses workers' wages.

The globalised industrial food system also threatens global public health.

- Intensive livestock production provides large quantities of cheap and low-quality food. This is a big contributor to the global health crisis of obesity.
- The widespread use of agrochemicals, and pharmaceuticals (antibiotics) in livestock production damages the health of workers, who are put at risk of contracting **antimicrobial resistant** diseases and infections - particularly on farms and in slaughterhouses.²¹



19 For more information about agricultural dumping see: https://www.iatp.org/sites/default/files/2017-06/2017_06_26_DumpingPaper.pdf

20 For more information see: https://actalliance.eu/wp-content/uploads/2016/04/071203_chicken_e_final.pdf

21 For more information about antimicrobial resistance see: <https://www.iuf.org/wp-content/uploads/2020/12/2018-Antimicrobial-resistance-A-workplace-hazard.pdf>

- The current crisis of the COVID-19 pandemic, probably caused by a **zoonotic disease** (a disease that is transmitted from animals to humans) shows the potential of our global food system to facilitate further pandemics. Intensive production systems enable diseases to spread between animals and to humans.²² Globalised supply chains only help to spread them further.²³

During the pandemic, the globalised supply chains of the global food system showed themselves to be vulnerable to disruptions because of lockdowns, quarantines, and factory and port closures. This highlighted the need for more secure local food systems.²⁴

Who contributes most to greenhouse gas emissions from livestock production?

Countries in the Global North are responsible for most of the GHG emissions from livestock production. But increasingly, TNCs in higher-income countries are exploiting resource rich, lower income countries to produce resources for the sector (agricultural outsourcing). This means that some lower income countries look like big emitters, even though they may have little control over the production of resources and/or may not receive proper benefits from these resources, because production is controlled by large TNCs, and the products are exported.

- Latin American countries are the top emitters. This is mainly from industrial beef farming and deforestation for production of soybean for livestock feed/specialised production of beef.
- East Asia, led by China are the second biggest emitters, because of beef and pork production.²⁵
- North America also contributes huge amounts of emissions. This is mainly from beef production, and to a lesser extent the production of chicken, pork, and milk.
- West Europe's emissions mainly come from dairy herds, as well as cattle produced for beef.

Communities in the Global South often feel greater negative impacts from the climate crisis, even though they have done the least to contribute to it. This is because they may have fewer resources to deal with the impacts of the climate crisis and are often more reliant on a stable climate for their livelihoods.

22 For more information see: <https://www.unep.org/resources/report/preventing-future-zoonotic-disease-outbreaks-protecting-environment-animals-and>

23 This was also seen in the avian influenza see: <https://grain.org/en/article/556-bird-flu-crisis-small-farms-are-the-solution-not-the-problem>

24 For more information see: http://www.ipes-food.org/_img/upload/files/LongFoodMovement_EN.pdf

25 For more information about China's demand for industrialised meat see: <https://www.iatp.org/documents/need-feed-chinas-demand-industrialized-meat-and-its-impacts> and https://www.iatp.org/sites/default/files/2017-05/2017_05_03_PoultryReport_f_web.pdf

III. WHY IS THE CLIMATE CRISIS A UNION ISSUE?

Intensive livestock production is a big contributor to the climate crisis. But the climate crisis is also creating challenges for the sector.

The climate crisis is devastating food production and threatening global food security.²⁶

Food security is when “all people, at all times, have physical and economic access to sufficient, safe and nutritious food that meets their dietary needs and food preferences for an active and healthy life.” (Food and Agricultural Organisation [FAO], 1996)

Changes in rainfall, floods and increased droughts and heatwaves are leading: to loss of nature and biodiversity (including animals and insects that are essential for the food chain), loss of arable land for agriculture, water shortages, and reductions in agricultural harvests and yields.²⁷ These are major drivers of climate related migration, as people leave their homes and countries to find work, home, or food elsewhere.

The world population is also growing which is putting an even greater strain on food security and negatively impacting the right to food, which is already hitting groups in situations of vulnerability hardest. Of the 690 million who face food insecurity right now, 60% are women and girls.²⁸ Millions of those affected by food insecurity are workers’ whose labour is exploited for food production. This is exacerbated for those working in the most insecure jobs in the food industry, many of whom do not receive a proper living wage.

But food scarcity is not the cause of food insecurity. Globally we produce enough to feed the world’s population. The global food system is failing to deliver food security because the system is devastated by inequality of access and food waste.

THE RIGHT TO FOOD IN INTERNATIONAL LAW

Under international human rights law, we all have the right to adequate, affordable, and safe food.

- UN Universal Declaration of Human Rights (1948), Article 25
- UN International Covenant on Economic, Social and Cultural Rights, Article 11
- UN Committee on Economic, Social and Cultural Rights, General Comment No.12
- Convention on the Elimination of All Forms of Discrimination against Women (1979)
- Convention on the Rights of the Child (1989)
- Convention on the Rights of Persons with Disabilities (2006)

²⁶ For more information see: <https://www.ipcc.ch/srccl/chapter/chapter-5/>

²⁷ For more information about how the climate crisis affects food security see: <http://www.fao.org/climate-change/en/>

²⁸ For more information see: <https://www.wfpusa.org/drivers-of-hunger/gender-inequality/>

The climate crisis is an occupational health and safety (OHS) issue.

Unions have always organised for a healthy and safe workplace. The climate crisis is no different. Increasing temperatures because of the climate crisis are a major OHS issue for workers across the world. For workers who are exposed to the elements, or who are working without proper ventilation or air conditioning, work is becoming more dangerous. Workers are facing sunburn, skin cancer, heat exhaustion, fainting, dehydration, and heatstroke, with potential deadly impacts.²⁹

Precarious, informal, and low-income workers – many of whom work in the global food system – often have little control over the temperatures in which they work. A recent ILO study found that ‘heat stress’ is threatening work and lives. It is estimated that 2.2% of total working hours worldwide will be lost to high temperatures by 2030.³⁰ For workers this means lost wages and more unstable and precarious work situations. Women work in some of the most precarious and insecure working situations and face unique gendered health risks from heat stress. This exacerbates inequality.

Everyone is affected by the climate crisis. But the impacts are disproportionately felt by certain groups.

The impacts of the climate crisis are already destroying workers’ livelihoods, causing work to become more insecure and precarious, intensifying poverty and worsening inequality. Workers whose livelihoods are dependent on natural resources and the climate, such as those working in agriculture and food production, face particularly negative impacts. Food systems are essential to tackling the climate crisis. But millions of workers within the food supply chain face inequality at work and rely on unsustainable practices for their livelihoods. Taking action to address the climate crisis also means that jobs will change.

This has the potential to devastate workers’ livelihoods. This means that it is a worker and a union issue.



Groups in situations of vulnerability (including women, migrant, youth, precarious and informal workers) - who make up a large proportion of workers in livestock production – will face greater impacts from the climate crisis. These are workers who already face insecurity at work, have weak trade union rights and representation, are often invisible or criminalised under the law and lack social protection.

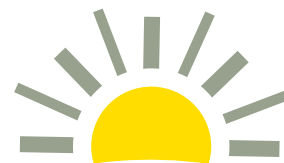
The climate crisis is an issue of social justice and equality. Unions are key players to organise against inequality and injustice.³¹

29 For more information about the impacts of heat at work see: <https://www.theatlantic.com/health/archive/2020/10/heat-human-rights-issue-21st-century/616693/>

30 For information from the ILO about the impact of heat stress at work see: https://www.ilo.org/wcmsp5/groups/public/---dgreports/---dcomm/---publ/documents/publication/wcms_711919.pdf

31 For more information about why the climate crisis is a union issue see: <https://www.youtube.com/watch?v=8gnYJKDLSU>

B TAKING ACTION



This section gives an overview about what unions can do to take action on the climate crisis. It has principles that unions can demand to ensure that they have a voice in the transformation of the food system. It also introduces some alternatives to intensive livestock production. It frames these union actions within the broader political context – the need for socio-economic transformation of the global food system. This can help unions to frame their actions at the local level.

IV. TRANSFORMING THE FOOD SYSTEM

The current system of intensive livestock production is unsustainable and is contributing to the climate crisis. It is also threatening global food security. A radical transformation of the food system is urgently needed to tackle the climate crisis, and to reduce inequality. This means transitioning away from industrialised and intensive practices that devastate the environment and exploit workers towards more sustainable practices that work for people, nature, and a stable climate, that strengthen food security, and secure the basic rights of workers.

But shifts in methods of production will bring challenges for workers' livelihoods. The climate crisis has also ultimately been caused by the failure of the capitalist system – with its focus on profits and growth - to provide equality, respect for basic human rights and sustainability. So, the fight for transformation also means the need to build worker power to confront the power of global capital. Unions must frame their actions within this fight for transformation and equality.

Remember, Article 2.5 of IUF rules states:

In common with other organizations acting on the same principles, the IUF shall oppose, to the full extent of its abilities and resources, all forms of exploitation and oppression. It shall actively promote measures extending the control of the working population over all aspects of economic, social and political life, and shall seek to extend the basic freedoms of association, expression and industrial action.

Progressive and radical action, shaped by workers, is needed to stop climate destruction. Unions need to demand a worker-led **just transition** to a more climate friendly food system that protects workers livelihoods, creates green and decent jobs, and enables workers to lead and shape the change.

A. *What is a 'Just Transition'?*

The term **just transition** comes from the US trade union movement in the 1980s. Unions came up with the term when chemical plants were closed because of environmental programmes. The union argued that workers should have a voice and should not be left behind in the transition.

It is now widely used in the global trade union movement as a framework to demand that the jobs, livelihoods and opportunities of workers and the needs of communities affected by the transition to a more climate-friendly economy are properly considered. The term is now used at the global level by international organisations, governments, businesses, and environmental groups. A decade of lobbying from the trade union movement meant that the term ‘just transition’ was included in the Paris Agreement in 2015.³²

Just Transition is a strategy to protect livelihoods at risk because of climate policies. It advocates for workers and unions to have a voice in planning the transition to ensure that they are not left behind. It also calls for the creation of good quality, decent and secure ‘green’ jobs, which have union representation.³³

On a broader level, **just transition** is also an opportunity to address the root causes of the climate crisis. It calls for deep socio-economic transformation of the global economy towards a low carbon world.³⁴ This means a radical shift away from the current unequal and profit-driven system of endless production and consumption towards a more sustainable world, where the concerns and voices of workers are central. This also means fighting for a transformation of power relations in society to build a more just and equal society, particularly for groups in situations of vulnerability. Workers, represented by unions, must be at the heart of solutions otherwise they will be left behind.

Remember: The ultimate responsibility for transformation of our global food system lies with those that have the most power over our global food system – governments and corporations. But unions can support the transformation by making demands and taking practical action at the local level.

>>> **For practical action/key demands that unions can make see Section B V**

Experience shows that national governments do not have a good history of managing jobs transitions.

- In the 1980s, the closure of the coal mines in the UK took place without any proper transition plan from the government in place for workers.
- In the United States (US), the decline of coal and steel in the Rust Belt also took place without a transition plan.

This led to vast unemployment and complete devastation for local communities reliant on these industries.

There are small number of cases (in Germany, Spain, Norway, and Sweden) where ‘just transitions’ appear to be happening for workers and communities impacted by decarbonisation efforts in the energy sector, with governments taking a proactive approach. These examples can provide inspiration for unions representing workers in livestock production.³⁵

32 For more information see: <https://unfccc.int/process-and-meetings/the-paris-agreement/the-paris-agreement>

33 For more information see: https://www.ituc-csi.org/IMG/pdf/frontlines_briefing_climate_cop24_en.pdf

34 For more information about broader understandings of just transition see: <http://unionsforenergydemocracy.org/wp-content/uploads/2018/04/TUED-Working-Paper-11.pdf>

35 For more information see: https://www.ituc-csi.org/IMG/pdf/191120_-_just_transition_case_studies.pdf

B. Principles for a Just Transition in Livestock Production

So far, 'just transition' has mainly been used to advocate for the energy sector. But the principles for just transition in the energy sector can help unions representing workers in the livestock sector to shape demands to fight for more sustainable food systems.

Transition as Transformation

A transition of the food system is possible, but it cannot be accomplished without deep restructuring of the global economy. This means unions must:

- Challenge existing unequal power and ownership relations – whether class, race, or gender-based - to fight for more democratic and equal human rights-based food systems that put people before profits.
- Build social power to redistribute resources to give workers autonomy over their livelihoods and have a voice in the transition.
- Campaign for a radical shift away from failing capitalist, market, and growth focused approaches.

Of course, to achieve these goals – particularly in the short term – will be challenging. So, unions should take practical action at the local level to ensure that the principles of equality, respect for human rights, including trade union rights, and putting people before profits are integrated into any action that unions take.

Representation

Agricultural workers, rural farmers, food processing and hospitality workers must have a voice in shaping change and redesigning the food system. Planning and implementation of the transformation must involve negotiation amongst those worst affected – through tripartite negotiations (*governments, employers, and unions*) and through workplace collective bargaining.

- Affected workers, represented by unions, and groups in situations of vulnerability, such as women, must demand proper representation and inclusion in all negotiations and consultations.
- Local communities reliant on the food system must also be included in consultations.

Jobs Guarantee

Transforming the food system will affect jobs. As production of intensive livestock is shifted, livelihoods will be affected, and in some industries, jobs will be lost. But workers should not have to pay for the climate crisis. Unions need to make demands to ensure any changes do not disadvantage workers.

- Unions need to demand guarantees that the transition will lead to the creation of new 'green' jobs in climate-friendly industries or occupations that are characterised by secure, decent, and well-paid work, social protection, and respect for trade union rights.
- Unions must demand social protection, active labour market policies and investment to facilitate job creation or to adjust work to environmental policies, including education and training to strengthen environmental and climate skills.
- Unions and local communities should work together to demand investment in communities affected by closures.

- Groups in situations of vulnerability, particularly women, face insecurity at work. The precarity of their work mean that they are the first to face job losses in times of transition. Unions must demand the implementation of gender-responsive green jobs employment policies.

Skills Training

Unions must demand that new methods of farming and production is backed up by proper investment to ensure that workers have the skills in new 'green' jobs and industries. This includes:

- Education, training, and re-skilling opportunities on sustainable practices in livestock production that are relevant at the local level.
- Training about the climate crisis and the benefits of the transition to more sustainable practices.
- Closure of plants or industries might mean that workers have to transition out of working in livestock production. Workers need training and education to prepare them for alternative green jobs that are created, for example in environmental restoration or community/social care.

Social Protection & Compensation

Workers should not bear the burden of the transition. So, unions need to make demands for government provided support and safety nets to ensure that the livelihoods of workers are safeguarded in the transition. This might include:

- Social protection measures, such as unemployment benefits and income maintenance and support. These should be higher than standard benefits.
- Compensation to address the negative impacts of transition on livelihoods, for example to fund early retirement where transition to sustainable practices results in job losses and transition to new green jobs is difficult.
- In general women workers earn less than men, and their social protection schemes – such as pensions – are often inferior. This means that union should demand for social protection and compensation schemes to be gender responsive.

Years of debt and the impact of structural adjustment programmes mean that some low-income countries may not have infrastructure, social security, or welfare schemes that are fit for purpose to support the transition. In many countries in the Global South, up to 80% of workers are in the informal economy and so are left without social protection. But social protection is a human right and should be central to union demands.

Historic exploitation of resources and agricultural dumping by countries in the Global North means that it should be up to the richest countries to help fund social protection programmes for lower-income countries, in the form of a global social protection fund to benefit the poorest. Countries in the Global South often suffer the worst impacts of the climate crisis, even though they have done the least to contribute to the climate crisis. The Global North's disproportionate contribution of GHG emissions means that they have built up a huge climate debt to the Global South.

The climate crisis also means that countries in the Global South are facing a financial burden from debt as they borrow money to address their climate vulnerabilities. But the Global North's historic use of illegitimate debt has negatively impacted countries in the Global South. Unions should campaign for debt cancellation, and for sustainable and equitable climate finance for countries in the Global South that does not exacerbate debt burdens.³⁶

Public Investment & Policies

Transformation of the global food system cannot take place without proper investment and policy support from governments. Unions must demand for governments to provide resources and public policy to manage and facilitate the transition.

>>> For key demands see **Section B V**

Unions should demand that any measures introduced are based on a proper impact assessment that consider the impact on workers and on groups in situations of vulnerability.

In some lower-income countries, lack of effective public services/public infrastructure mean that public investment may not be possible. In this case unions should demand support from higher-income countries to support the transition.

Strategies for transformation using public investment and policy have already been developed in some parts of the world. In North America and Europe young activists have put forward proposals for a 'Green New Deal.' These proposals call for public policy to address the climate crisis by decarbonising the economy, whilst also creating secure jobs, transforming the economy, protecting, and restoring the environment and promoting global justice. This established framework is useful to bring together demands for social justice with an environmentally sustainable world.

<https://www.greennewdealuk.org>

But there will be no 'one size fits all' solution.

- Unions must ensure that measures and policies fit the local context and the specific characteristics and needs of the sector.
- Unions must also demand for interests and livelihoods that are at stake to be considered – this includes workers, local communities, and rural farmers.
- The impact that alternative practices and approaches have on the climate compared to the old ones must also be considered.

³⁶ For more information about debt justice see: https://d3n8a8pro7vnm.cloudfront.net/eurodad/pages/2516/attachments/original/1632470389/Climate_Debt_Statement.pdf?1632470389

C. What are the alternatives?

1. AGROECOLOGY

The IUF promotes agroecology as an alternative sustainable practice that can tackle the climate crisis, reduce GHG emissions and guarantee the right to food for all individuals and communities.

Agroecology approaches the health of the planet and the fight for equality as connected. Rather than using methods that disrupt or harm the environment, agroecology encourages the production of food to happen in harmony with the climate and with people. This means a shift away from high-input artificial fertilizers and pesticides towards organic forms of food production. It also means demanding greater equality and respect for human rights in the global food system. So, agroecology also advocates a rights-based and bottom-up approach to the transformation of the global food system to tackle food insecurity and to secure livelihoods.³⁷

Agroecology is also deeply connected with the concept of 'food sovereignty.' **Food sovereignty** is *"the right of all peoples, communities, and countries to define their own agricultural, pastoral, labour, fishing, food and land policies which are ecologically, socially, economically and culturally appropriate to their unique circumstances. It includes the true right to food and to produce food, which means that all people have the right to safe, nutritious and culturally appropriate food and to food-producing resources and the ability to sustain themselves and their societies."*³⁸

UN Declaration on the Rights of Peasants and Other People Working in Rural Areas (2018) is an important tool for peasants and rural workers. Led by La Via Campesina, and with the involvement of the IUF, it is the result of years of struggles and alliances among unions and NGOs. The Declaration sets out a framework for protecting the rights of peasants and rural workers struggling to defend their livelihoods. It includes the right to a decent income, social security, the right of peasants to keep control of their land and their full participation in government policies affecting food production and distribution. It highlights the obligation of states to combat climate change and the rights of peasants to contribute to climate adaptation and mitigation measures. As a result of the IUF's campaigning, agricultural workers are explicitly mentioned in the declaration.

In West Africa, market gardeners are key players for ensuring food security. But many of these workers work in precarious conditions and lack formal education. Numerous health scandals including poisonings in the region, have highlighted the danger of pesticide use for market gardeners, consumers, and the environment.

Between 2010 and 2019, the IUF's Ecosanté programme encouraged 3917 vegetable growers – including 1384 women – from seven West African countries to stop using conventional agriculture methods, including the use of agrochemicals and to instead adopt sustainable and organic farming methods. The programme also provided training to assist the transition to organic farming and agroecology.

³⁷ For more information about agroecology see: <https://www.iatp.org/blog/201907/agroecology-innovation> and http://www.fao.org/fileadmin/user_upload/hlpe/hlpe_documents/HLPE_S_and_R/HLPE_2019_Agroecological-and-Other-Innovative-Approaches_S-R_EN.pdf

³⁸ For more information about food sovereignty see: <https://grain.org/article/entries/491-food-sovereignty-turning-the-global-food-system-upside-down>

"This program is fundamental because it allows us to take concrete action to improve the working and health conditions of our members, as well as to further the goals of achieving food security and improving the health of communities alongside the preservation of the environment. This is a major challenge for sustainable development. For more than 10 years, the IUF has been a pioneer in this field."

Guillaume Tossa, Chair of IUF's Ecosanté programme

For more information see:

<https://www.iuf.org/news/ecosante-protecting-growers-and-the-environment-in-west-africa/>

Many TNCs in the agricultural industry advocate for the use of 'sustainable intensive agriculture' to mitigate GHG emissions. This is the use of new technologies and methods to continue with mass production of food in a 'sustainable' way. Companies often propose these techniques to avoid complete transition away from intensive and mass production of livestock products. Methods in livestock production might include:

- Devices to manage manure differently to limit emissions.
- Technologies (called '*nitrification inhibitors*') that stop formation of nitrate in soils.
- More efficient use of fertiliser to reduce pollutants lost in the atmosphere.
- Breeding grains to reduce nitrogen emissions.
- Different feeds to reduce methane emissions of from cows.

But this approach is at best temporary mitigation and at worst amounts to little more than 'greenwashing'. It boasts of emissions reductions, but it fails to address the underlying problems of an unsustainable and unequal system that relies on intensive mass production and rising consumption of meat and dairy products. It will not bring about the radical transformation of food production that is urgently needed to prevent rising temperatures and secure the livelihoods of workers. It also further concentrates TNCs control over the food system, increasing inequality, and destroying food sovereignty. Unions should question these proposals and fight to reclaim ownership of the system.³⁹

What are some agroecological practices in livestock production?⁴⁰

The specific techniques used at the local level will differ, but agroecology is centrally about livestock being produced in harmony with local ecosystems. But there are some common practices that that can be followed, and unions can demand that these practices be introduced along the livestock production supply chain in their workplaces and companies.⁴¹

>>> For more information about workplace action see **Section B V**

39 For more information about greenwashing see: <https://www.iatp.org/net-zero-greenwash-global-meat-and-dairy-companies> and <https://grain.org/en/article/6634-corporate-greenwashing-net-zero-and-nature-based-solutions-are-a-deadly-fraud>

40 For more information see: <http://www.fao.org/3/i4729e/i4729e.pdf> and <https://grain.org/e/5639>

41 For more information about agroecological practices see: <https://hal.archives-ouvertes.fr/hal-01000394/document> and <https://www.etcgroup.org/content/lab-grown-meat-and-other-petri-protein-industries>

IMPROVING ANIMAL MANAGEMENT

Intensive livestock production uses chemical and pharmaceutical drugs (*such as antibiotics and steroids*) to reduce disease and illness in livestock species caused by cramped living conditions. But the production of and use of these drugs is harmful for the environment, people and for animals.

Agroecology advocates maintaining the health of livestock without using chemical drugs. Unions should demand an end to mass dosing using preventative antibiotics unless animals explicitly require drugs to treat illness/disease. Practices could include:

- Raising livestock species that are **naturally adapted to the local environment/ecosystem** – such as animals adapted to hot environments, or with a natural resistance to local infection/disease.
- Carefully choosing the **frequency and seasonality of reproduction**.
- Introducing practices for **early detection of diseases** to stop diseases spreading.
- Better management of animal groups and **adaptation of how animals are housed**. This could include isolating sick animals from the rest of the livestock.
- Adopting **rotational grazing systems** to allow livestock to graze on grassland or pasture. This means moving livestock to different (fresh) parts of grassland/pasture to allow pastures to rest, regrow and regenerate before they are grazed again.
- Adopting **mixed farming systems**. This is a farming system which involves several different livestock species being allowed to graze on the same farm along with crops being grown. Animals and crops are rotated to allow soils to regenerate. This limits the contact that each species has with specific viruses.
- Using **balanced feeding systems** where animals are given the right amounts of protein, minerals, and vitamins to enable them to be healthy and productive, whilst also ensuring that the feed is not problematic in terms of emissions (such as soya, palm oil kernel).

DECREASING INPUTS

The production of feed is a big contributor to GHG emissions, due to land clearance, deforestation, and the use of agrochemicals in crop production. It also causes environmental degradation from exploitation of water resources used for crop irrigation. Growing food to feed animals produced for human consumption is not efficient or sustainable. Agroecology means that the resources needed to produce livestock should be reduced. Practices could include:

- Adopting **feeding practices** that are relevant to each livestock species to ensure that feed is converted to energy in the animals in an efficient way. This can reduce the feed and/or nutrients that are imported from outside of the farm.
- Adopting **extensive farming systems** (*feeding livestock through the natural ecosystem/with natural resources such as grazing on grasslands*). This means no more CAFOs. This produces healthier foods and does not require the use of agrochemicals to grow feed and means that non-edible plants are converted into meat, making it a more efficient feeding system. Agroecology also involves limiting then removing the use of artificial fertilisers to grow grass. Livestock grazing also helps to regulate local ecosystems which regenerates soil, improves soil fertility, and stimulates grass growth. This means soil can better store carbon dioxide.

- Using **bio-matter as alternative locally sourced feed**. Rather than growing feed for livestock, use agricultural by-products (such as crop residues and soybean hulls) and crop by-products from plant production and food processing (such as waste vegetables and fruit residues) to supplement grazing animals. These products are cheap, less harmful for the environment and are rich in nutrients. When they go unused, they are burnt, which contributes to emissions.
- **A variety of seaweed** is another alternative to grain-based feed that can reduce methane emissions.
- **Good soil management** can ensure that soil absorbs CO₂ and is renewable.

DECREASING POLLUTION

Intensive livestock production produces huge amounts of emissions and pollution from manure, including from the use of agrochemicals. Agroecology promotes improving farming systems to reduce the pollution from livestock production. Farming practices need to move away from reliance on agrochemicals that poison the environment and people. This could include:

- Adopting **integrated livestock systems**. This is where raising livestock is incorporated into wider farming operations. This enables more efficient and sustainable systems because livestock can be fed with crops or forages that are produced on the farm.
- Adopting **mixed farming systems**. This is more resource efficient and sustainable. It also means that animal manure can be used as organic fertiliser for crops, which is rich in nutrients and improves soil fertility.
- A shift to **organic production**. This means a shift reducing the use of synthetic agrochemicals. Instead, manure produced by animals can be used as a natural fertiliser.
- Adopting **agroforestry systems**. This is where trees and shrubs are grown among crops or pastureland to improve animal nutrition. Silvopastoralism is one form of agroforestry that can be used in very hot or dry countries. This is where trees and forage plants are integrated with grazing livestock to build layers of vegetation on a livestock pasture.⁴²

IMPROVING AND PRESERVING DIVERSITY

The intensification of agriculture has reduced the diversity of animal and plant species, as local livestock species are often replaced by more productive commercial ones. This can lead to a loss of genetic diversity. Agroecology promotes increased diversity – in both species and in management practices – to increase the resilience of livestock production. Practices could include:

- **Raising many different animal species**. This means that the risk because of drought, disease outbreaks or market price changes is spread across many different species, which reduces risk.
- Having a **diversity of resources for animals to feed on**. This can secure feeding systems to ensure livestock maintain food intake if it is impacted by seasonal/long-term climate changes.
- Adapting **management practices** to the needs of each species to ensure resilience.

⁴² For more information about silvopastoralism see: https://www.ciwf.org.uk/media/7430275/case-study-6-silvopastoral-systemspdf_87238.pdf

- Use **locally adapted breeds** to maximise the use of local resources for feed. Local breeds often have a greater ability to survive, produce and maintain production levels in harsh environments.
- Adopting **efficient feeding systems** to address seasonal priorities between animals for when feed resources may be limited.
- **Maintain diversity of local plant species.** This can increase grassland productivity which is important for grazing systems.

These are some examples of agroecological practices which can help to tackle the climate crisis. Different practices may be relevant depending on your local context. Unions can demand that companies assist in changing farming practices to shift towards these agroecological methods of production.

RENEWABLE ENERGY

The livestock production supply chain relies on a lot of fossil fuels to produce, process and transport meat and dairy products. But this contributes huge amounts of emissions. So, it is important for unions to demand transition to climate-friendly practices for energy use along the supply chain. Energy used in the livestock supply chain needs to be '**decarbonised**' (*reduce carbon dioxide emissions*) through a shift from fossil fuels to **renewable energy**. Renewable energy is energy that comes from naturally restored sources. This includes wind, water, or sun. In some cases, it might also include **agrofuels** (*fuels from the burning of plants*), although this can be problematic if crops are grown solely for fuel.

Unions should advocate for meat and dairy processing plants/factories to phase out fossil fuels and shift to using renewable energy. A shift to renewable energy can also create new jobs in the renewable energy industry.

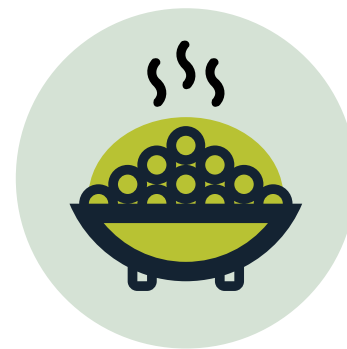
In Brazil, since 2000, over 30 feminist and working women's movements, trade union centres and international organisations have been organising against exploitation and inequality. Together these organisations have established the March of the Margaridas. Every four years, hundreds of thousands of women take to the streets of the capital city Rio de Janeiro to march for justice and equality, as well as an alternative model of rural development based on social and environmental justice. Coordinated by the National Confederation of Workers Rural Farmers and Family Farmers (CONTAG), 27 federations and over 4,000 affiliated unions, representing rural women, urban workers, family farmers, peasants and indigenous women, march together.

"Here in Brazil... we have ecological practices in the production of seeds, rural tourism, and plantation of trees. All of this is part of the March of the Margaridas agenda. Some of these policies include pressure to create specific legislation that take us into consideration. Through these marches the trade unions not only create ideas but also demand public policies that make them feasible. It was on our fourth march in 2011, that the Brazilian government approved what then became the public policy for family agriculture and ecological agriculture... In our political platform we have been demanding the reestablishment of the agroecological production and we try to promote public policies that incentivise the production of healthy foods that are based on ecological organic means of production... We have a project... which has to do with the territorial solidarity development of plantation and lands, and try to value the plantation of vegetable patches by women as a space of health promotion, cooperatives, collaboration... everything has been led by women workers in our union..."

María José Morais Costa, Rural Women Workers Officer, CONTAG, Brazil

The Shift to 'Meat-Free'?

There have been calls at the global level to reduce individual consumption of meat and dairy products to help to tackle the climate crisis. Some studies suggest that cutting meat and dairy consumption is one of the biggest ways to reduce individual impact on the climate crisis.⁴³ Less meat in the diet is also good for health-related reasons. It is estimated that high-income countries consume more than the daily recommended quantity of animal products. Although trends towards less meat and dairy consumption are starting to be seen across the Global North, consumption of meat and dairy continues to rise in the Global South, particularly in East Asia. Studies estimate that consumption of meat and dairy products will continue to rise into the future.



In recent years, some shifts towards reducing meat and dairy consumption have brought about a rise in meat substitute industries and companies. However, the ways in which these products are produced are not always sustainable – often relying on monocultural farming to produce raw materials. Major TNCs in the meat and dairy industries are also now moving into the meat substitute industry to maintain and further concentrate their power over markets. These industries will not help to redistribute power and would further shift any remaining power away from local farmers towards TNCs.⁴⁴ The rise of the industry also poses a threat to the jobs of workers dependent on the livestock industry for their livelihoods.

The livestock industry is a threat to the climate because of unsustainable practices. It threatens equality because of rampant exploitation of workers across the industry. This means that radical transformation of the meat and dairy industry is needed to ensure that more sustainable methods are used to produce the meat and dairy that people consume.

Unions need to advocate for better and more sustainable meat in all ways – in production and in the rights of workers who are producing it.

43 For more information see: <https://www.theguardian.com/environment/2018/may/31/avoiding-meat-and-dairy-is-single-biggest-way-to-reduce-your-impact-on-earth>

44 For more information see: https://www.iuf.org/wp-content/uploads/2020/12/2013-The-food-system-and-climate-change_0.pdf and <https://www.etcgroup.org/content/lab-grown-meat-and-other-petri-protein-industries>

2. DEMOCRATIC LOCAL FOOD SYSTEMS

Jobs in livestock production are reliant on huge inputs which are not going to easily shift to agroecology in a short period of time. The destructive concentration of wealth and resources in the hands of corporates and investors will not tackle the climate crisis. So, unions must also fight for other types of transformation within the system to tackle the climate crisis.

Unions must demand a shift to more locally produced food.

Food production systems must be transformed. Food sovereignty will not be realised if TNCs dominate local markets and destroy local production. Unions should campaign for a shift away from centralised and globalised food systems which are controlled by a small number of TNCs to more decentralised, local models of food production. Local production can help boost local economies and reduces the dependence of local farmers on inputs from TNCs. Shorter supply chains also mean lower GHG emissions.

Unions need to fight for:

- **Strengthening the resilience** of local food systems by adopting agroecological methods.
- **Diversifying local economies** away from exports of livestock products.
- **Scaling down trade and investment agreements** that prop up the industrial livestock production system to stop export-oriented food production.⁴⁵

The nature of some countries means that some food economies are export-led. When food is transported long distances, it must be done so using transport with the lowest possible carbon footprint (*for example using ships rather than planes*). This also means there is a need for a shift towards green renewable energy in transport.

>>> **For key demands to make see Section B V**

Unions need to demand that food systems are democratised.

Power needs to be shifted away from corporates to give agency back to workers, local communities, and small farmers so that they can control their land, food, and agriculture policies. This means that we need to take a rights-based approach to the transformation of the global food system, centred around decent work and respect for rural livelihoods.

Unions need to demand respect for and protection of basic rights for workers under international law and **stronger democratic rights, including trade union rights**, including:

- The right to a healthy and safe workplace.
- Prohibition on forced and child labour.
- Access to core ILO standards.⁴⁶
- Decent and secure work, including the right to minimum wage, and equality.

⁴⁵ For more information about the failures of export-oriented food production see: <https://grain.org/e/5639>

⁴⁶ For fundamental ILO labour standards see: <https://www.ilo.org/global/standards/introduction-to-international-labour-standards/conventions-and-recommendations/lang--en/index.htm>

Unions must demand that groups in situations of vulnerability – including rural workers, indigenous people, and women – are represented and have a **voice in decision-making**.

70% of GHG emissions are the result of corporate activity. This means that unions should campaign for **stronger regulation and restrictions on the power of TNCs**, regulation of their impact on the environment, and assurances to ensure that they respect workers' rights and provide secure jobs and to hold them accountable for climate-damaging practices. Unions could also demand **reform of the tax system** to make wealthy individuals and corporates pay their share.

In many countries, industrial livestock production is supported by **public subsidies**. Subsidies are given to farmers and some agribusiness companies to keep the price of meat and dairy artificially cheap. But this is unsustainable and is just another indicator of the failure of the system. It sustains mass consumption and surplus production of livestock production, leading to huge amounts of food waste. This leads to a continuation of climate-damaging and unsustainable farm practices.⁴⁷ Unions should demand that subsidies be redirected away from climate-damaging practices and to support the transition to agroecology.

These key demands can be implemented in practical action at the local level with employers and governments.

>>> For key demands to make see **Section B V**

Bihar is one of the most impoverished states in India. Extreme weather has devastated crops and reduced farming seasons. This has led to increased poverty, insecurity, and unemployment. As a result, climate migration is increasing. Workers are being exploited as they migrate to find jobs.

The agricultural and rural workers' union Hind Khet Mazdoor Panchayat (HKMP) in Bihar is fighting to tackle the negative impacts of the climate crisis. The union has been raising awareness of the Mahatma Gandhi National Rural Employment Guarantee Act (MGNREGA) which gives rural workers 100 days of paid employment on public works.

HKMP members did not know how to access their rights under MGNREGA. Thanks to awareness raising by HKMP and the IUF Asia Pacific Regional Secretariat, rural workers can now secure their sustainable livelihoods. Workers are planting trees, building roads, and constructing ponds. They are creating infrastructure to generate future income while also mitigating the impact of the climate crisis. HKMP has enabled workers to seek a livelihood that can help them in the longer off farming season. This will help to keep workers out of poverty and debt. 570 jobs for agricultural workers have been secured under the NREGA, boosting the income and livelihoods for 1,850 people, including their family members.

⁴⁷ For more information about alternative systems to tackle the climate crisis see: <https://www.iatp.org/nature-based-solutions-livestock>

In the US, the COVID-19 pandemic exposed the fragility and unsustainability of the meat supply chain. This was already vulnerable after a series of droughts, which had contributed to a decline in the cattle herd and some losses in meat packing jobs. Recent decades have also witnessed increased production of cheaper poultry products, an industry characterised by exploitative working conditions.

The United Food and Commercial Workers Union (UFCW) has been taking action on the unsustainable and exploitative livestock production system.

The union is advocating for **rebuilding the US cattle herd** to make supply chains more resilient, to improve labour standards and to take action for climate mitigation. Rebuilding the cattle herd would strengthen local livestock production systems and make possible the promotion of sustainable pasture rotations for cattle, making the industry more resilient in the face of more frequent and more severe droughts and floods. A stronger domestic cattle herd also reduces reliance on cattle raised in land subject to deforestation.

Fair prices and access to the market for farmers is also essential to UFCW's climate mitigation strategy. But most of the meat production market in the US is controlled by a small number of TNCs that drive down the price of meat products. So, the union has also been advocating for **stronger antitrust (competition law) enforcement** to deal with unequal market access and stop the predatory pricing to ensure local farmers are able to get a fair price for the livestock products they produce.

In recent years, deregulation of the US system has resulted in the overproduction of feed grain. This has driven feed grain prices far below the cost of production which has resulted in a substantial indirect cheap feed subsidy to industrial meat production because feed is the single biggest cost of producing meat. This has made it impossible for local farmers to compete with intensive production. So, the union is also advocating for a **reintroduction of supply management**⁴⁸ to ensure farmers are paid a fair price in the market without direct government payments. This would curtail intensive mass overproduction and thereby remove the indirect feed subsidy to concentrated animal feeding operations and open an economically viable path to agroecological production methods.

The union is also building alliances between farmers and unions to strengthen rights and working conditions in the industry. The union will support fair prices for farmers by advocating for supply management, anti-trust enforcement and for reform of procurement processes (for preference for government food procurement contracts to be given to farmers and farmer-worker owned co-op food processors who respect labour standards and the environment and recirculate profits into local and regional economies.) In exchange, farmers are asked to support workers' right to organise. This strategy has the potential to raise labour standards in meatpacking, by ensuring union contracts, better wages, and healthier and safer workplaces.

"Intensive livestock production is a big contributor to the greenhouse gas emissions which are overheating the planet. The crises that working women and men face are interconnected. We cannot address the climate crisis without addressing the injustices of the global food system when so much of the world's food is grown and processed by people who lack social and economic security and are plagued by poverty. Empowering farmers to get a fair price, and workers to get a fair wage, is a trickle-up economic strategy. Short term dividends to shareholders at the expense of fair prices to farmers and fair wages to workers is unsustainable. Our strategy will make Main Street the priority over Wall Street and a stable planet the priority over maximizing shareholder returns."

Mark Lauritsen, IUF President and Head of the UFCW Food Processing, Packing and Manufacturing Division, UFCW, USA

⁴⁸ Supply management (not supply chain management) is a system designed to control the supply and stabilise the price of livestock production. The control of supply prevents overproduction, and delivers fair and stable incomes for farmers, fair wages for workers and fair prices for consumers. This system is opposed by big corporations and politicians who favour trade and investment agreements.

V. UNION POWER FOR A JUST TRANSITION

Building trade union power along the livestock supply chain is imperative for transforming the global food system. The fundamental demands of workers in the food system – for a living wage, stable employment, and a safe working environment – must be central in this fight. Unions need to be empowered to be able to help shape and agree policies, programmes and actions plans with different stakeholders to ensure they are at the forefront of any change. But we need to develop practical demands and actions that unions can take at the local level to achieve transformation of the food system.

This section outlines practical action and demands that unions can make to fight for transformation of the food system at different levels – at the workplace, in companies, and with governments and international institutions.

A. *Taking Action at the Workplace*

It is vital that unions take action at the workplace – at plant, company, or sectoral level to fight for a just transition.

Supply Chain Mapping

In livestock production, most harmful practices and emissions come from farms. But workers in meat and dairy processing also need to take action on climate-damaging practices within their supply chains. The globalisation of the sector also means that a small number of TNCs control the supply, processing and distribution of meat and dairy products. But TNCs are vulnerable to disruption within their supply chains.

Where possible with sufficient resources, and with the support of the IUF, unions should cooperate within sectors and across boundaries to map the supply chains of their company/workplace to better understand the climate impacts of activities across the sector. Unions should share their findings with other unions that have fewer resources. Unions can use this information to put pressure on companies at the local level to adopt more sustainable methods of production and procurement practices, or to call for climate-friendly restructuring of companies.

Addressing the Climate Crisis in Collective Bargaining

The principles for a just transition in the livestock sector must be integrated into collective bargaining agreements (CBA) at the national, sectoral or company/plant level. Unions might negotiate new provisions and amend existing agreements, including clauses and provisions for a just transition that can be implemented at the local level. Where possible, unions should map their workplaces and supply chains. From this unions can develop key demands that can be used in collective bargaining.

CBAs should address the key principles of just transition and include practical action that employers can take. Some key demands / practical action that unions could include in collective bargaining are:

- Companies to undertake mapping / environmental audits of their GHG emissions and GHG emissions in their supply chains.

- Promote/incentivise a shift to agroecological practices and/or more sustainable purchasing practices for meat and dairy companies (*for example, use of less agrochemicals, transitioning away from CAFOs*).
- A shift to using renewable sources of energy.
- Investment in and creating financial incentives for agroecological practices within the supply chain.
- Inclusion of climate crisis in OHS programmes, and election of climate/green/ environmental workplace union reps.
- Protection and respect for fundamental worker rights.
- Re-skilling opportunities and training on new methods.
- Transition to new jobs with strong protection of workers' rights.
- Joint union-employer committees to manage the transition, with proper representation of groups in situations of vulnerability (such as women, youth and ethnic minorities).
- Monitoring and evaluation of the collective bargaining agreement to ensure effective implementation.
- All agreements should be gender-responsive, identifying and addressing underlying inequalities and working to transform them.

The wording to be negotiated into CBAs should be appropriate in the national and sectorial context and should allow for variation according to the specific problems facing individual enterprises. It is important that the wording is both prescriptive enough to protect rights and incomes as well as being flexible enough to enable action and to accommodate new ideas and practices.

Affiliates will want to signal to their members and communities that they intend to be part of the solution to the climate crisis. Negotiations with employers should create opportunities for skill development and the creation of new jobs in climate and environmental protection.

A good place to begin is a union / employer workshop to discuss how your industry will be shaped in 5 and 10 years' time and what needs to be done to maintain viability and protect employment.

Negotiations with employers should be gender sensitive and ensure equal opportunities for both women and men. Agreements should protect against discrimination of any kind during transition to new ways of operating and new jobs and work organization.

Negotiations over reducing GHG emissions are an opportunity to involve young workers in shaping the future of our jobs and industries.

Any provisions should have a preamble to express intent.

Sample collective bargaining clause:

The (employer) and (union) acknowledge the immediate threat to the ongoing viability of the business and to job stability and security presented by rising greenhouse gas emissions which have been the cause of increasing average global temperatures and climate instability. The parties to this agreement commit to a cooperative / collaborative approach to reducing those risks through actions which reduce emissions. It is recognized that there is likely to be fundamental changes required to the operation of whole sectors and to individual enterprises.

Climate, Environment and Sustainability

1. *The parties to this agreement recognize the shared benefits to the employer and employees of taking a cooperative approach to addressing key risks to the ongoing viability of the business and to job security.*
2. *The parties to this agreement recognize the risks arising from the climate crisis and commit to adopting a collaborative and consultative approach to reducing greenhouse gas emissions and mitigating risk.*
3. *The employer will provide information on the greenhouse gas emissions from its own operations and from within its supply chain at least annually. The employer will give a presentation to workplace union representatives and relevant union officers on the risks to business viability and job security posed by climate instability, how the emissions are measured, emission targets and plans for reducing emissions.*
4. *If the employer does not record, measure or plan to reduce emissions, the union and employer will meet to develop a step by step process to measure emissions, set targets and review progress.*
5. *The employer and the union will establish a climate, environment and sustainability committee which will reflect the diversity of the workforce and include women in its membership. The committee will engage in meaningful consultation and planning around the risks presented by the climate crisis and the implications for jobs and job security of measures which are planned to reduce emissions. Proposals shall be gender sensitive and ensure equal opportunities for both women and men. Agreements should protect against discrimination of any kind during transition to new ways of operating and new jobs and work organization.*
6. *As part of its mandate to address the risks to sustainable employment presented by the climate crisis, the committee will:*
 - 6.1 *Consider the information presented by the employer pursuant to clause 3*
 - 6.2 *Consider and discuss initiatives to increase job security by addressing the climate crisis including:*
 - 6.2.1 *Sourcing workplace energy needs from renewable energy*
 - 6.2.2 *Improving energy efficiency of company buildings, equipment and machinery*
 - 6.2.3 *Reducing the environmental impacts of a company's supply chain*
 - 6.2.4 *Reducing emissions from company logistics and transport operations whether in house or outsourced.*
 - 6.2.5 *Improving recycling and environmental protection across the business*
 - 6.2.6 *Waste reduction*
 - 6.2.7 *Considering changes to work organization, working hours and shift patterns which could help mitigate the effects of the climate crisis on job security. Any proposed changes should involve full consultation with employees and take into account family care responsibilities.*
 - 6.2.8 *Considering the external risks to the business and job security presented by the climate crisis and identify mitigation strategies which might be implemented to ensure sustainable and safe employment*
 - 6.2.9 *Considering health and safety measures and policies during heat waves and other extreme weather events, including their specific impacts on women workers.*

Acknowledgement: The sample bargaining clause is based on a model enterprise agreement clause developed by the IUF Australian affiliate the United Workers Union

Remember, it is important to develop an effective bargaining strategy to get language introduced in collective agreements to the highest extent possible.



Principles for just transition/sustainability can also be integrated into workplace policies on sustainability. Workplace policies outline an organisation's plan for dealing with a particular issue, and procedures for carrying it out.

Negotiating Just Transition Plans

Unions can also negotiate with companies to encourage them to adopt just transition plans to facilitate the climate-friendly restructuring of the company. Unions can build links with unions at different sites within a company, or across the supply chain to raise collective demands with the company. Key demands to think about could include:

- Environmental audits
- Investment in agroecological practices
- More sustainable purchasing preferences
- Shifting to renewable energy/decarbonising of company
- Investment in training/reskilling
- Investment / Disinvestment (e.g., challenging shareholder strategies)
- Workers to have a platform/voice in restructuring

The ITUC has put together a campaign guide which provides resources, including a model letter, to help unions find out what steps their employers have taken so far.⁴⁹

B. Lobbying national, state, and local Governments

Radical transformation of the global food system requires serious support and incentives from governments. Unions can lobby and use national tripartite processes to call for governments to amend national legislation and policy and commit funding to assist with the transition. The specific demands that unions will fight for will differ depending on your local context, but some key demands could include:

Strengthening Worker Representation

Unions need to campaign for governments to strengthen national and local tripartite forums and for workers, including women workers, to have proper representation in these forums. This will ensure that the concerns and voices of workers are included in national just transition plans to ensure workers and communities do not face a burden in dealing with the consequences of transition. Unions should also demand that women workers have better representation at climate change negotiations in the meat and dairy sectors.

⁴⁹ For more information see: https://www.ituc-csi.org/IMG/pdf/2019-04_climateproof_ourwork_en.pdf and https://www.tuc.org.uk/sites/default/files/2021-06/greenerworkplaces_may21_2.pdf

National Just Transition Plans

Unions can campaign for governments to adopt regional and national just transition plans. Workers, including women workers, should be properly represented in these plans and should have the opportunity for consultation and negotiation.⁵⁰

Public Investment and Policy

Unions should demand for governments to facilitate the transformation of the global food system by introducing supportive public investment and policy. Demands for investment and policy might include:

- Investment in local economic diversification plans for green infrastructure to create new, well-paid secure jobs. In livestock production this might include investment in alternative jobs to enable the transition and support for workers to be relocated to jobs that match their competence and experience, or to build or rehabilitate local infrastructures that strengthen local meat and dairy markets.
- Investment in local production of livestock production to shift economies away from exports.
- Investment in education & skills training on the climate crisis, agroecological and other sustainable practices.
- Investment in social protection and income support measures to support workers whose jobs may be temporarily impacted by the transition to agroecological practices.
- Government investment to strengthen vulnerable communities' resilience to the impacts of transition. This might include:
 - Investment in health and social services for workers and families
 - Investment in local community projects, particularly where local jobs are lost from the transition. This could include jobs focused on environmental clean-up or restoration, such as rehabilitating environments devastated by harmful land-use change and deforestation.
- Financial incentives to encourage the transition to more sustainable practices, including by adopting subsidies to support the transition to agroecology, and removing governments subsidies for climate damaging farming practices. This also benefits small farmers – many of whom are already using agroecological practices.⁵¹
- Active labour market interventions to guarantee decent work in 'green' jobs.
- Public investment in public and social ownership over key infrastructure/key economic sectors, including energy, technology, transport, through a reversal of privatisation.⁵²

50 The ILO has developed guidelines for a just transition towards environmentally sustainable economies. For more information see: https://www.ilo.org/wcmsp5/groups/public/---ed_emp/---emp_ent/documents/publication/wcms_432859.pdf

51 For more information about action to take see: <https://www.iatp.org/tackling-livestocks-contribution-to-climate-change>

52 Trade Unions for Energy Democracy (TUED) advocate for public ownership. For more information see: <https://unionsforenergydemocracy.org/>

Regulations, Laws, Policies

Unions should also campaign for transformation of regulations, laws and policies that have perpetuated the unsustainable global food system. This might include:

- Greater regulation on the power of corporates, such as through introduction of antitrust/competition laws to help control and limit their market power.
- A regulatory environment that holds companies accountable for climate-damaging practices and non-respect for trade union rights.
- Supply management systems to prevent overproduction and stabilise the price of livestock products.
- Governments to reject harmful trade and investment agreements that prop up the industrial livestock production system, contribute to the climate crisis and weaken the rights of workers. Sustainability and labour standards should be embedded into trade policies.
- Progressive tax regimes that promote a transition to agroecological methods. This could include introducing higher taxes for companies that emit large amounts of GHG emissions or higher taxes on foods with harmful ingredients.
- Strong regulation to prevent tax evasion and tax avoidance to ensure that governments have adequate funding to implement climate transition policies.
- Strengthening democratic rights, including trade union rights.

Proposals which include purchasing carbon credits or investing in unproven technologies to remove CO₂ from the atmosphere should be challenged. Nothing short of plans to aggressively reduce emissions will reverse the crisis. We must stop burning fossil fuels, cutting down forests and change rapidly from intensive livestock production to agroecology. It is too late for any 'business as usual' or 'market based' solutions.

This will require a big lobby and advocacy campaign from unions which will be different for every country. Some important things to consider are:

- Building alliances with other unions across different sectors, with environmental groups, NGOs, social movements, civil society.
- Mainstreaming climate action/just transition into union training to raise awareness and mobilise workers
- Raising public awareness using campaigns, meetings, workshops, forums, events
- Undertaking research within and across supply chains – where possible – to highlight the climate impacts of exports, trade and investment agreements and lack of regulation.

Trade unions cannot afford to allow corporate lobbying to dominate the dialogue at national, state and local government level over policies and action to address the climate crisis. Environmental groups may not share the objectives of organized labour in promoting sustainable jobs and decent employment. It is imperative that IUF affiliates together with other trade unions and civil society allies demand climate policies and actions which promote democratic rights and which have an end goal of sustainable quality union jobs. The perspective of organized labour must be at the negotiating table.



In Denmark, the Food Workers' Union (NNF) have been working with the Danish Agriculture and Food Council, meat and dairy companies Arla and Danish Crown, and other stakeholders, using tripartite negotiations to lobby the Danish government to tackle the climate crisis in the agri-food sector.

Following many months of lobbying, in 2021 the Danish government and parliament reached an agreement that commits the agricultural sector to reduce GHG emissions from livestock production systems, with clearly identifiable goals. The agreement will now be turned into binding legislation, which contains measures to strengthen legislation if the goals are not reached.

The measures in the agreement include commitments for the sector to reduce water pollution, for wetlands to be shifted out of use for livestock production to become nature reserves, to increase production of organic foods, and the development of more plant-based green food products. The agreement also includes government support for raising new forests to increase biodiversity and help store CO₂, funds for research into climate solutions for the agri-food sector, and an agreement to reduce exports of some animals.

The agreement means that Danish agri-food production can now plan and develop in a green direction, without losing current production or jobs within the sector.

Ole Wehlast, President of the NNF expressed satisfaction that the green transition of the Danish agri-food sector is going to be done in a fair and sustainable way, including in relation to employment in the sector.

C. *Lobbying International Institutions*

The global food system is governed by complex regulations and standards by national governments, as well as those put forward by the WTO,⁵³ the UN,⁵⁴ including the FAO,⁵⁵ and the World Bank.⁵⁶ These institutions also have influence over global agricultural and climate change policy and trade and investment regulations.

But many of these policies actually threaten food security and have resulted in a global food system that exploits workers and the environment and damages the climate. Unions need to lobby these international institutions to support the transformation of the global food system.

- Transformation of livestock production is not possible if global corporates continue to dominate local markets and destroy diversified local food production, and trade and investment agreements continue to exploit the rights of workers and damage the climate. Unions should campaign to oppose trade and investment agreements that increase negative impacts on the climate.
- Global trade that encourages monoculture and undermines food security is not compatible with imperative of tackling climate change. Unions should also campaign for the reform of WTO trade rules which have created an export-focused agricultural system that ignores protections for the environment. Unions could also campaign for impacts assessments to be undertaken to consider the impact that such agreements have on the climate, workers' rights, and rural communities. The success of trading systems should not be measured by the level of so called 'regulatory barriers' but should take into account the impact on emissions, and respect for workers' rights.⁵⁷ Unions should also campaign for investment to be redirected to local, national and regional markets for sustainably produced livestock.
- Unions can campaign for regulations that disincentivise the unsustainable model of global food production/livestock production, and campaign for a regulatory environment that promotes productive investment based on the long-term interests of working people.⁵⁸
- Unions should join with the IUF to demand the FAO incentivise the transition to agroecological farming techniques.

53 The WTO is an intergovernmental organization that regulates and facilitates international trade between nations. <https://www.wto.org/>

54 The UN is an intergovernmental organisation which promotes cooperation and peace among member states. <https://www.un.org/en/>

55 The FAO is a specialized agency of the UN that leads international efforts to defeat hunger and improve nutrition and food security <http://www.fao.org/home/en/>

56 The World Bank is an international financial institution that provides loans and grants to the governments. <https://www.worldbank.org/en/home>

57 For more information about trade deals that threaten the climate see: <https://www.iuf.org/wp-content/uploads/2020/12/2014-The-TISA-threat-to-food-and-agriculture.pdf> and <https://www.iuf.org/wp-content/uploads/2014-Trade-Deals-That-Threaten-Democracy.pdf> and <https://www.iuf.org/wp-content/uploads/2002-The-WTO-and-the-World-Food-System-a-trade-union-approach.pdf>

58 For more information see: <https://www.iuf.org/wp-content/uploads/2007-A-Workers-Guide-to-Private-Equity-Buyouts.pdf>

- Unions should lobby governments and the UN for better trade union representation at climate negotiations for workers in the meat and dairy sectors, including improved participation of women workers.
- Unions should campaign for international finance institutions, such as the World Bank to assist in financing the climate transition to green economies, particularly for countries in the Global South.

D. In the Union

Building trade union power amongst workers in the global food system can transform the food system.

Effective action for a just transition in livestock production requires unions and members with a strong understanding of the key issues. But members may have limited knowledge or access to information about the climate crisis, or the alternatives that we should be fighting for in the union. Unions need to take action to ensure that members in the union have a deeper understanding about the problem of the climate crisis and the challenges it poses to jobs in livestock production, so that members understand what that union is doing and why. Everyone in the union should be given accessible education and training on the climate crisis, the contribution of intensive livestock production, and the alternatives, to enable members to develop a deeper understanding of the issues and to understand why it is a union priority. It should also be integrated into OHS training. Unions should also ensure that the issues are consistently included in the collective bargaining agenda.

It is important for unions to build alliances with other relevant stakeholders in the sector in the fight for transformation of the food system. This might include civil society organisations including environmental groups, small-scale farmers, local communities, and women's organisations. This will enable workers, farmers, and communities to advocate for their needs. Unions can outreach to these groups to develop a stronger understanding of the key issues that they are facing and build common campaigns.

Fighting for transformation can also help to strengthen the power of the union. Unions can encourage worker participation by highlighting the benefits of the union to enable workers to have a voice in the transition to a more climate-friendly food industry. Workers in situations of vulnerability who face a greater threat from the impacts of the climate crisis will not be attracted to trade unions unless they deal with climate crisis. This can encourage young workers, women, and migrant workers to join the union.



In Kenya, the Kenya Union of Sugar Plantation and Allied Workers (KUSPAW) union has been raising awareness of the climate crisis and building the capacity of all workers to take action. As part of the IUF Women's Project, KUSPAW conducted a workshop on the climate crisis. Workshop participants identified several impacts of the climate crisis including irregular menstrual cycles, children dropping out of school, displacement of families, low crop yields, malnutrition, domestic violence, and loss of salaries. In response, the women made the following climate change declaration:

"We the women of Chemelil Sugar Company decree and declare that we shall plant 100 trees every monthly by the support of management to curb climate change."

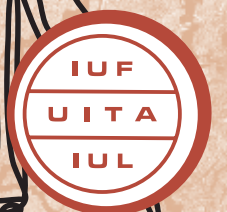
The group also agreed resolutions including:

- The Kenyan Climate Change Act to be made operational.
- Promotion of green jobs.
- Reduction in use of fossil fuels.
- Climate change clauses to be proposed in the collective bargaining agreement.
- To act as ambassadors of climate change both at the workplace and in the community.
- To incorporate climate change in all sessions, workshops and seminars at the workplace.
- Sensitization and awareness creation.
- To develop a climate change training manual to train workers.

**Fighting
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ACTIVITY WORKBOOK



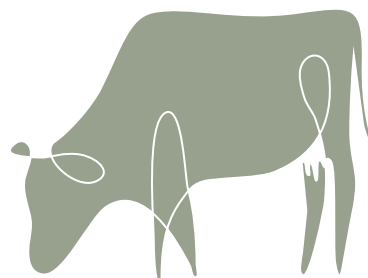
This activity workbook contains sample activities about some of the main issues covered in the climate crisis guide. The activities are designed to enable workers and unions to discuss or learn more about some of the issues or ideas covered in the guide.

These activities aim to equip workers with the knowledge to enable them to influence the conditions for a just transition in the meat and dairy sectors, to propose practical solutions and take action to tackle the climate crisis.

Activities are for educators and leaders to use in workshops and education activities on the climate crisis. These activities can be used as they are, or they can be adapted to suit local needs.

Each activity contains:

- **Facilitator Notes** that describe the objectives and intended outcomes of the activity, and instructions on how to run the activity.
- **Activity Sheets** for participants that describe the purpose and aims of the activities, and the tasks required to be completed.
- Some further **resources** that might be useful for the session.



**Activity 1:**

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ACTIVITY

Understanding the Climate Crisis

FACILITATOR'S NOTES



Time needed

2 hours



Resources needed

- Flipcharts
- Marker pens
- Two sets of coloured cards
- Display boards or large areas of wall space
- Pins or sticky tape



Aim

The aim of this activity is to enable participants to understand the causes and impacts of the climate crisis and to understand how intensive livestock production contributes to the climate crisis.



Task

In advance of the activity, the facilitator of the session should prepare a 10-minute presentation based on **Section A** of the climate crisis guide to introduce the topic.

1. Organise participants into small groups.
2. Show them the presentation that has been prepared to introduce the topic.
3. Give each group two stacks of coloured cards.
4. In their groups, ask participants to read the questions and to consider the causes and impacts of the climate crisis, and to write the main causes and impacts they come up with on the different coloured note cards.
5. Prepare two display areas – one labelled 'causes' and one labelled 'impacts.'
6. After the groups have finished, ask them to stick up the cards in the relevant display area.
7. Gather the groups together around each of the display areas and discuss which are the most important causes and impacts that are most relevant to workers in livestock production.
8. Summarise the key ideas identified.



ACTIVITY SHEET:

Understanding the Climate Crisis

Aim

- To help us better understand how intensive livestock production contributes to the climate crisis.

Tasks

Using what you have learned in the presentation, in small groups, think about the main causes of the climate crisis and think about the main impacts that the climate crisis has on your country, and on your local community.

Write down your ideas on the different coloured cards (one colour for causes, one colour for impacts).

The following questions can be used to help frame your discussion:

- What role does the global food system play in the climate crisis?
- What impacts will (or is) the climate crisis having in your country/region?
- How could the climate crisis affect workers?



ACTIVITY 2

How does my workplace contribute to the climate crisis?

FACILITATOR'S NOTES



Time needed

1 hour



Resources needed

- Flipcharts
- Marker pens



Aim

The aim of this activity is to encourage participants to consider how their workplaces are contributing to the climate crisis.



Task

1. Organise participants into small groups, based on workplace or subsector if possible.
2. Give each group a flipchart and ask them to think about how their own workplaces and/or companies contribute to the climate crisis.
3. Ask the groups to draw a mind map of the main contributors to the climate crisis in their workplaces, and in their supply chains if relevant.
4. Ask participants to read the questions to help guide their discussion.
5. Once the groups have finished, ask them to report back in plenary.





ACTIVITY SHEET:

How does my workplace contribute to the climate crisis?

Aim

- To encourage us to consider how our workplaces are contributing to the climate crisis.

Tasks

Environmental experts suggest the main causes of emissions in intensive livestock production are:

- Methane emissions from animals
- Resources needed to raise livestock
- Deforestation to produce animal feed and grazing lands
- Polluting waste products, including manure emissions, food waste and packaging
- Production and use of agrochemicals
- Energy from fossil fuels used throughout the supply chain

In small groups, consider these key emissions sources and think about how your workplace and/or company is contributing to the climate crisis. Draw a mind map on the flipchart paper and note down your key ideas. Try and be as specific as possible. If you work in meat and dairy processing, you should also think about the contributions that your supply chain makes to the climate crisis.

Consider the following questions in your discussion:

- What workplace practices could contribute to emissions from your workplace?
- What are the main emissions sources within your supply chain?

Nominate someone to report your key ideas back to the group.

FURTHER RESOURCES

What does factory farming have to do with the climate crisis? GRAIN

The video and comic strip outline the contribution of intensive livestock production to the climate crisis.

Video: <https://www.youtube.com/watch?v=sIQnED7PM-Y>

Comic: https://www.grain.org/system/articles/pdfs/000/006/577/original/BAJA_CARNE_EN.pdf?1606928660



ACTIVITY 3

Planning for a Just Transition

FACILITATOR'S NOTES



Time needed

2 hours



Resources needed

- Flipcharts
- Marker pens
- A stack of cards



Aim

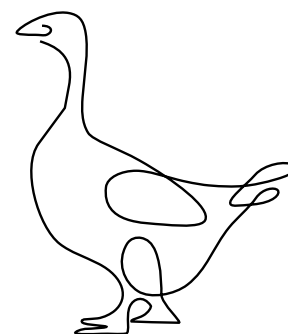
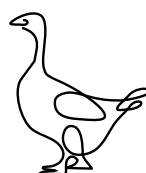
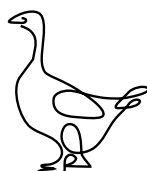
The aim of this activity is to enable participants to plan for a just transition in livestock production by understanding what an alternative climate-friendly food system could look like, and what strategies and practices are needed to get there.



Task

In advance of the activity, the facilitator of the session should prepare a 5–10-minute presentation based on **Section B** of the climate crisis guide to introduce the topic and give an overview of key demands for the transformation of the food system. Depending on the nature of the group, the facilitator could also ask groups to read the relevant section of the climate crisis guide.

1. Organise participants into small groups.
2. Give each group a stack of cards, a flipchart, and a marker pen.
3. Ask them to consider what some alternatives to the current system of livestock production are, and what actions can be taken to tackle the climate crisis.
4. Ask them to note down their ideas on the cards.
5. On completion of the cards, ask participants to think about what practical actions might be needed to achieve this – at the company level, in the supply chain, and from governments.
6. Ask participants to feed back to the group in a plenary session.





ACTIVITY SHEET:

Planning for a Just Transition

Aim

- To think about what a sustainable system of livestock production could look like.
- To examine our workplace practices and look for areas that we can take action.

Task

To transform livestock production, we need a shift to agroecology and more democratic and local food systems. In small groups think about what sustainable livestock production could look like in your country and in your workplace. It might also be useful to read **Section B** in the guide, and to consider how to make these ideas relevant in your local context. Note down your ideas on the cards (one idea per card). Try and be as specific as possible.

When you have done this, stick each card in the centre of a flipchart and think about what action might be needed to achieve this – at the workplace/company level, within your supply chains, and by engaging with government. Note down your ideas around the cards.

Use these questions to frame your discussion:

- What alternative practices do we need to adopt to build a more sustainable system?
- Which of these can we address in our own workplaces?
- Which of these should be addressed along the supply chain?
- What support do we need to get there? What action needs to be taken at a national level? What about at the company level?
- What might the consequences be for jobs?

Feed your ideas back to the group in plenary.

ACTIVITY **4**

Why is the Climate Crisis a Union Issue?

FACILITATOR'S NOTES



Time needed

90 minutes



Resources needed

- Flipcharts
- Marker pens
- A stack of cards



Aim

The aim of this activity is to enable participants to come up with arguments for why the climate crisis should be considered a union issue.



Task

1. Show the group the video 'Why unions are taking action on climate' (see further resources).
2. After this, organise participant into small groups. Ask them to imagine that they have been asked to prepare a presentation to persuade union members that the climate crisis is a union issue.
3. Using what they learn from the video and the key questions to help with their discussion, ask the groups to come up with arguments for why the union should consider the climate crisis a key collective bargaining issue.
4. Ask each group to present their arguments in a plenary session.





ACTIVITY SHEET:

Why is the Climate Crisis a Union Issue?

Aim

- To come up with arguments for why the climate crisis is a union issue.

Task

You have been asked to prepare a presentation for fellow union members to persuade them that the climate crisis is a worker issue and should be integrated into the union bargaining agenda. In small groups, consider the questions below and prepare a short presentation outlining four key arguments as to why the climate crisis is an issue for workers and unions:

- What is the union policy on the climate crisis?
- What are the strongest arguments for the climate crisis to be considered a priority issue for the union?
- What should the union be doing?

Nominate someone to make the presentation in a plenary session.

FURTHER RESOURCES

Video: Why unions are taking action on climate, Victorian Trades Hall

This video outlines why the climate crisis is a trade union issue.

<https://www.youtube.com/watch?v=8gnYJKQDLSU>



ACTIVITY 5

Negotiating with Companies

FACILITATOR'S NOTES



Time needed

3 hours



Resources needed

- Flipcharts
- Marker pens



Aim

The aim of this activity is to enable participants to integrate demands for a just transition into negotiations at the workplace.



Task

This activity is in **two parts**.

Part 1

1. Organise participants into small groups, based on workplace or subsector if possible.
2. Give each group a flipchart and marker pens. You could also give each group a copy of the sample collective bargaining clause from the climate crisis guide (**see further resources**).
3. Ask participants to imagine that they are having a meeting with their employer to consider how to take action on the climate crisis at the workplace and how to integrate just transition into the union bargaining agenda. Their objective is to come up with practical measures to address this issue at the workplace.
4. Ask the groups to come up with practical proposals for collective bargaining agreements specific to their workplace, rather than just general principles, and to note them down.
5. Once they have exhausted their ideas, ask the groups to present their ideas in plenary.

Part 2

1. Then, ask each group to imagine that they are having a meeting with the company to demand that they have a voice in shaping an action plan for a transition to a climate-friendly company.
2. Their objective is to come up with key demands to make to the company to encourage them to adopt a just transition plan.
3. Ask the groups to consider the questions in their discussion.
4. After the groups have completed their activity, invite each group to present their proposals in a plenary session.
5. Summarise the main demands that emerge from the presentations.

ACTIVITY SHEET:

Negotiating with Companies

Aim

- To come up with practical proposals that can be integrated into collective bargaining agreements.
- To develop demands to make to companies for adopting just transition plans.

Tasks

Part 1 – Collective Bargaining Agreements

Unions should negotiate practical workplace measures into collective bargaining agreements to support a just transition at the workplace. Imagine that you are having a meeting with your employer to discuss measures for just transition at the workplace. In groups, think of practical measures and action that can be taken at the workplace to facilitate the transition, noting them down on the flipchart. Also consider what measures are currently in place in your workplace, and how they could be strengthened.

Key collective bargaining demands could include practical measures such as:

- Shifts to sustainable production methods, which include decreasing the use of artificial fertilisers and pesticides as a transition towards agroecology.
- Reskilling and training opportunities.





- Strengthening of rights protections.
- Inclusion of climate crisis in OHS programmes, and election of climate/green/environmental workplace union reps/delegates.
- Training and awareness raising on the climate crisis and the agreement.
- Measures to monitor and evaluate the agreement to ensure effective implementation – such as joint union-employer committees.
- Inclusion of gender-responsive measures.

Nominate someone to report back in plenary.

Part 2 – Negotiating Just Transition Plans

Unions can also negotiate with companies to encourage them to adopt plans to facilitate climate-friendly restructuring of the company.

Imagine that you are going into a meeting with the management of the company to discuss company strategy in response to the climate crisis. You need to come up with key demands to make to the company to transition to more climate-friendly company practices. Consider the following questions in your discussion.

- What is the company strategy around the climate crisis?
- What changes do we want implemented? (For example, a shift to agroecological practices within the supply chain, transition to renewable power etc.)
- What can we demand in terms of investment/disinvestment?
- How can we ensure that workers are represented in the transition?
- What support is needed to achieve this?

You should also discuss your negotiating strategy and possible good arguments to use when negotiating with companies.

Using the flipcharts provided, prepare a presentation and nominate one member of the group to make the presentation in plenary.



FURTHER RESOURCES

Sample Collective Bargaining Clause, Section B of Climate Crisis Guide

The (employer) and (union) acknowledge the immediate threat to the ongoing viability of the business and to job stability and security presented by rising greenhouse gas emissions which have been the cause of increasing average global temperatures and climate instability. The parties to this agreement commit to a cooperative / collaborative approach to reducing those risks through actions which reduce emissions. It is recognized that there is likely to be fundamental changes required to the operation of whole sectors and to individual enterprises.

Climate, Environment and Sustainability

1. The parties to this agreement recognize the shared benefits to the employer and employees of taking a cooperative approach to addressing key risks to the ongoing viability of the business and to job security.
2. The parties to this agreement recognize the risks arising from the climate crisis and commit to adopting a collaborative and consultative approach to reducing greenhouse gas emissions and mitigating risk.
3. The employer will provide information on the greenhouse gas emissions from its own operations and from within its supply chain at least annually. The employer will give a presentation to workplace union representatives and relevant union officers on the risks to business viability and job security posed by climate instability, how the emissions are measured, emission targets and plans for reducing emissions.
4. If the employer does not record, measure or plan to reduce emissions, the union and employer will meet to develop a step by step process to measure emissions, set targets and review progress.
5. The employer and the union will establish a climate, environment and sustainability committee which will reflect the diversity of the workforce and include women in its membership. The committee will engage in meaningful consultation and planning around the risks presented by the climate crisis and the implications for jobs and job security of measures which are planned to reduce emissions. Proposals shall be gender sensitive and ensure equal opportunities for both women and men. Agreements should protect against discrimination of any kind during transition to new ways of operating and new jobs and work organization.
6. As part of its mandate to address the risks to sustainable employment presented by the climate crisis, the committee will:
 - 6.1 Consider the information presented by the employer pursuant to clause 3.
 - 6.2 Consider and discuss initiatives to increase job security by addressing the climate crisis including:

- 6.2.1 Sourcing workplace energy needs from renewable energy.
- 6.2.2 Improving energy efficiency of company buildings, equipment and machinery.
- 6.2.3 Reducing the environmental impacts of a company's supply chain.
- 6.2.4 Reducing emissions from company logistics and transport operations whether in house or outsourced.
- 6.2.5 Improving recycling and environmental protection across the business.
- 6.2.6 Waste reduction.
- 6.2.7 Considering changes to work organization, working hours and shift patterns which could help mitigate the effects of the climate crisis on job security. Any proposed changes should involve full consultation with employees and take into account family care responsibilities.
- 6.2.8 Considering the external risks to the business and job security presented by the climate crisis and identify mitigation strategies which might be implemented to ensure sustainable and safe employment.
- 6.2.9 Considering health and safety measures and policies during heat waves and other extreme weather events, including their specific impacts on women workers.

Acknowledgement:

The sample bargaining clause is based on a model enterprise agreement clause developed by the IUF Australian affiliate the United Workers Union



ACTIVITY 6

Building a Campaign to Lobby Governments

FACILITATOR'S NOTES



Time needed

3 hours



Resources needed

- Flipcharts
- Marker pens
- Two stacks of coloured cards
- Display boards/flipcharts
- Pins or sticky tape



Aim

The aim of this activity is to enable participants to consider demands to make to government to encourage a transition to a climate-friendly food system. It also aims to encourage unions to identify and map key targets and allies in a campaign for a more sustainable food system.



Task

This activity is in **two parts**.

Part 1

In advance of the activity, the facilitator of the session should prepare a 5–10-minute presentation based on **Section B** of the climate crisis guide to introduce the key demands unions could be making to government.

1. Organise participants into small groups.
2. Ask them to imagine that they are having a meeting with the government to discuss their vision and key demands for transition to a more climate-friendly food system.
3. Their objective is to come up with key demands for the government around public investment and policy.
4. When all the groups have completed the task, ask each group to make a presentation of their ideas.
5. Summarise the main demands from the presentations.

Part 2

1. After the first part of the activity is completed, give each group 2 stacks of coloured cards.
2. Ask each group to identify specific **targets**: people or institutions that you need to persuade if the government is to support the transition. Ask participants to note them down on one set of coloured postcards. This might include government ministers, civil servants, political parties. Arrange them around a display area labelled 'targets.'
3. Then, ask each group to identify specific **allies**: people or organisations who would support the campaign for transformation of the food system. Ask participants to note them down on the other set of coloured postcards. This might include other trade unions, environmental organisations, social movements, NGOs, sympathetic journalists and media. Arrange them around a display area labelled 'allies.' Encourage participants to be as specific as possible.
4. When they have exhausted the list of potential targets and allies. Ask everyone to gather around the display areas and ask each group to present their chosen targets and allies, explaining why they made their choices.
5. Then, ask everyone to discuss:
 - (a) the most important targets, and the demands that can be made to them;
 - (b) the most important allies, and how can we work with them in the campaign.

ACTIVITY SHEET:

Building a Campaign to Lobby Governments

Aim

- To encourage us to think about our key demands for the government.
- To consider who we need to engage with in campaigning for a transition to a more climate-friendly food system.

Task

Part 1 – Demands

Imagine that you have a meeting with the government to discuss key policies that you want them to introduce to support the transformation of the food system. Consider the following questions to help formulate your demands. Note down each demand on a flipchart.





Remember measures must be relevant for the specific needs of your subsector and your country/region.

- What has the government's response to the climate crisis been?
- What public policies and/or investment are needed to support the shift to a more climate-friendly food system?
- How can we ensure that workers' livelihoods are protected? (Consider for example: **representation of workers; jobs guarantee; protections for workers' rights; investment in skills training; social protection**).
- How can we make these demands gender-responsive?
- What arguments can we use to persuade government?

Using the flipcharts provided, prepare a presentation of your key demands. Nominate one member of the group to make the presentation.

Part 2 – Campaign Strategy

In the campaign to lobby governments there will be institutions and people who will need to be persuaded. We will also need to identify individuals and organisations who will support the campaign. In small groups, considering your local context, discuss who might be the targets and allies in the campaign for governments to support transformation. Write the targets and allies you identify on the coloured cards – one colour for targets, one colour for allies (**one card per target/ally identified**). Try and be as specific as possible. Consider the following questions:

- Who are the potential targets? Who will you need to persuade? Who will you need to negotiate with?
- Who are our allies? Who will join us in the campaign?

When you have exhausted the list of potential targets/allies, stick your cards around the corresponding display area marked 'targets' or 'allies.'

Nominate one person to present your ideas back to the group.



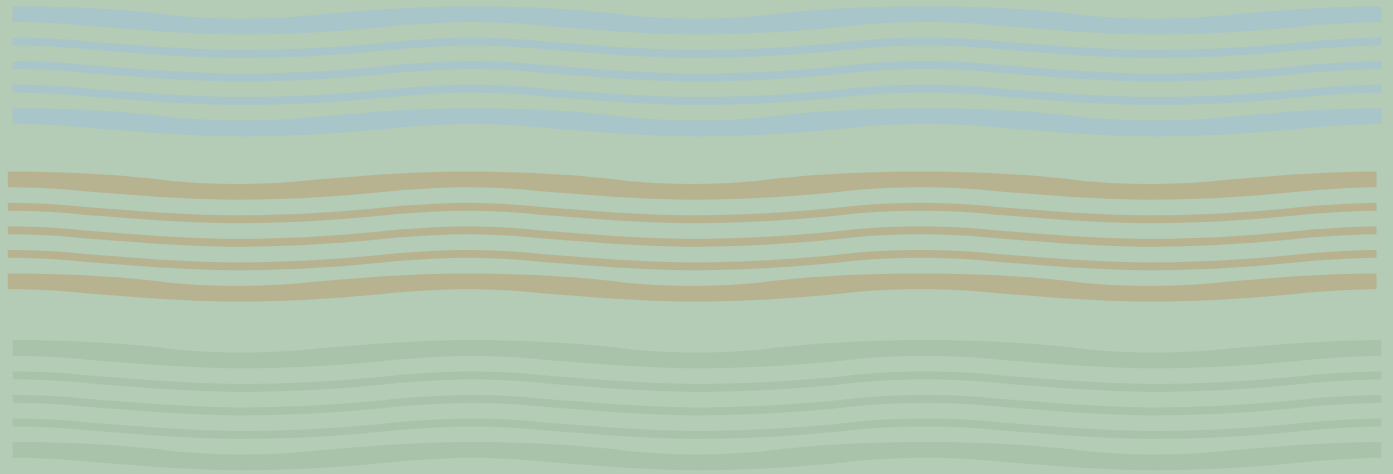


Fighting for our **Future:**

An IUF Guide on Tackling the Climate Crisis in Intensive Livestock Production



ACTIVITY WORKBOOK



THE INTERNATIONAL UNION OF FOOD, AGRICULTURAL, HOTEL, RESTAURANT, CATERING, TOBACCO AND ALLIED WORKERS' ASSOCIATIONS (IUF) IS AN INTERNATIONAL FEDERATION OF TRADE UNIONS REPRESENTING WORKERS EMPLOYED IN AGRICULTURE AND PLANTATIONS; THE PREPARATION AND MANUFACTURE OF FOOD AND BEVERAGES; HOTELS, RESTAURANTS AND CATERING SERVICES; ALL STAGES OF TOBACCO PROCESSING.

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