



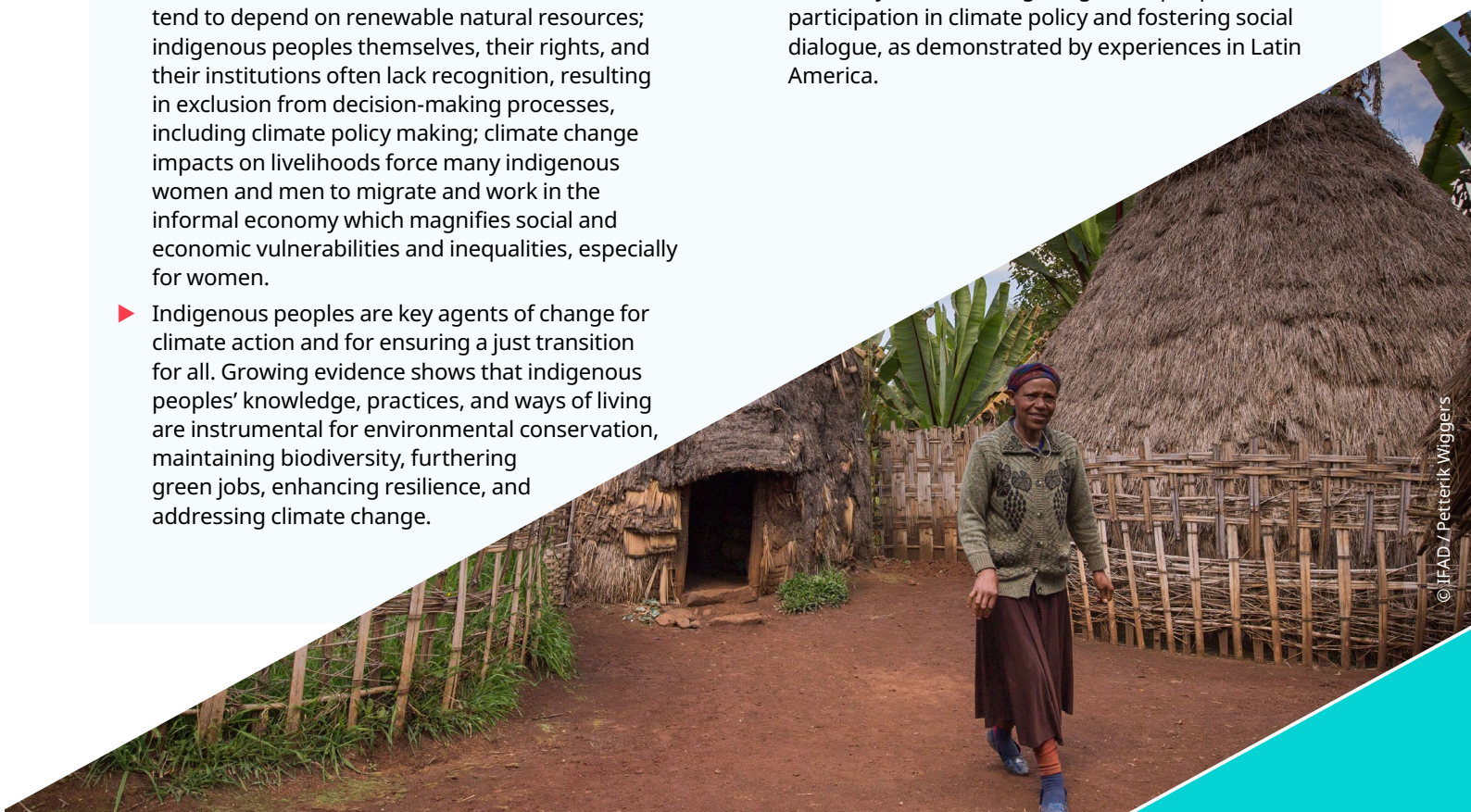
► Just Transition Policy Brief

November 2022

Indigenous Peoples and a Just Transition for All

Key messages

- ▶ Indigenous peoples are particularly vulnerable to the impacts of environmental destruction, climate change and to the impacts of mitigation and adaptation measures that exclude them. This is due to certain distinct characteristics that they share: They are among the poorest of the poor and experience stark inequalities; they tend to live in geographical areas at high risk to climate variabilities and extremes, while their activities tend to depend on renewable natural resources; indigenous peoples themselves, their rights, and their institutions often lack recognition, resulting in exclusion from decision-making processes, including climate policy making; climate change impacts on livelihoods force many indigenous women and men to migrate and work in the informal economy which magnifies social and economic vulnerabilities and inequalities, especially for women.
- ▶ Indigenous peoples are key agents of change for climate action and for ensuring a just transition for all. Growing evidence shows that indigenous peoples' knowledge, practices, and ways of living are instrumental for environmental conservation, maintaining biodiversity, furthering green jobs, enhancing resilience, and addressing climate change.
- ▶ International labour standards, including the ILO Indigenous and Tribal Peoples Convention, 1989 (No. 169) provide an important framework for advancing a just transition. They are key for designing inclusive and gender-transformative policies for decent work and building institutions for indigenous peoples' participation in climate policy making. Particularly, Convention No. 169 is a catalyst for enabling indigenous peoples' participation in climate policy and fostering social dialogue, as demonstrated by experiences in Latin America.





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Background

The ILO *Guidelines for a Just Transition towards Environmentally Sustainable Economies and Societies for All*, adopted by representatives of governments, employers' and workers' organizations in 2015, provide a policy framework and an operational tool to address environmental change in a way that advances social justice and promotes decent work creation.¹ This policy brief is part of a series of briefs that seek to deepen the technical and policy understanding of the application of the Just Transition Guidelines. They are mutually reinforcing and together form a body of policy guidance on the Just Transition Guidelines.

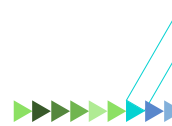
The just transition briefs are intended for use by policymakers and practitioners at all levels to provide practical information and guidance, fostering a common understanding of what is meant by a just transition in specific topic areas and providing recommendations for implementation by countries, international institutions and other actors in academia and civil society. The briefs seek, in particular, to provide guidance on just transition to ILO constituents, including workers' organizations,

employers' organizations, and governments and relevant line ministries.

The briefs cover the following thematic areas: macro-economic and growth policies; industrial and sectoral policies; active labour market policies; enterprise policies; skills development; green works; occupational safety and health; social protection; rights; social dialogue and tripartism; collective bargaining; labour migration and human mobility; indigenous peoples; gender and labour; youth employment; persons with disabilities; persons with HIV/AIDS; and financing a just transition.

This policy brief is intended to present the linkages between just transition and indigenous peoples, providing stakeholders with information and recommendations for implementation. The broad implementation of just transition across all policy areas and cross-cutting thematic topics requires careful consideration of the guidance provided in the ILO Just Transition Guidelines, taking into account the needs, priorities and circumstances of each country.

¹ ILO, *Guidelines for a Just Transition Towards Sustainable Economies and Societies for All*, 2015.



1. Introduction

The ILO recently estimated that 1.2 billion jobs, or 40 per cent of the global labour force, were at risk because of environmental degradation.² The disruptive effects of a warming planet are particularly acute for vulnerable populations, including indigenous and tribal peoples and other disadvantaged groups who are most affected by the impacts of climate change, biodiversity loss and environmental degradation.³ Such phenomena disproportionately affect those in poverty, and can exacerbate economic and social inequalities, including those resulting from discriminatory practices based upon race, gender and ethnicity.⁴

Indigenous peoples around the world, often among the poorest of the poor, share several key characteristics which make them particularly vulnerable to climate change, and thus, internal displacement and migration.⁵ Because many of them lack recognition and institutional support, they are not often at the table when decisions affecting them are being discussed. As a result of this exclusion, they can be adversely affected by actions to combat climate change. Such barriers also limit their access to remedies, weaken their ability to mitigate and adapt to climate change, and consequently risk jeopardizing the advances made in securing their rights.⁶ They also undermine the invaluable contributions that indigenous peoples can make towards strengthening climate action.

While being among the most adversely affected by climate change, indigenous peoples are also least responsible for it. In fact, they have a leading

position as agents of change in promoting a just transition for all, due to their role as guardians of natural resources. For instance, forests, which are home to a large portion of the world's biodiversity and act as important places to store carbon, have been found to be significantly better managed by indigenous peoples.⁷ Indigenous peoples' traditional knowledge is therefore increasingly being recognized as relevant for climate adaptation and mitigation action.⁸ Empowering indigenous women is especially crucial given they are often traditional knowledge holders, and fostering indigenous-led enterprises that build on traditional knowledge systems to generate sustainable economic and environmental outcomes can contribute to countries and regions' development.⁹ At the same time, increasing indigenous peoples' access to decent work opportunities either in traditional occupations or new forms of economic activities, can help support traditional knowledge systems.¹⁰ In short, empowering indigenous peoples as change agents can help increase climate ambition and accelerate climate action.

Building on previous ILO work, this policy brief aims to better understand how indigenous peoples are affected by climate change, and what their role is as agents of change in the promotion of a just transition for all. It also highlights Convention No. 169, and other international labour standards as tools for ensuring a just transition and informing effective approaches to climate change mitigation and adaptation, as well as to biodiversity conservation, while promoting decent work for indigenous women

2 ILO, *The Role of the ILO in Addressing Climate Change and a Just Transition for All*, March 2020.

3 ILO, *The Role of the ILO*.

4 UN Climate Change, *Supporting the Conditions for a Just Transition Internationally*, 2021.

5 This policy brief refers to "indigenous peoples" rather than "indigenous and tribal peoples" which are the groups covered by the Indigenous and Tribal Peoples Convention, 1989 (No. 169); however, reference to "indigenous peoples" is to be understood as including "tribal peoples".

6 ILO, *The Impact of COVID-19 on Indigenous Communities: Insights from the Indigenous Navigator*, 2020.

7 IPCC (The Intergovernmental Panel on Climate Change), *Climate Change and Land: An IPCC Special Report on Climate Change, Desertification, Land Degradation, Sustainable Land Management, Food Security, and Greenhouse Gas Fluxes in Terrestrial Ecosystems*, 2019; FAO and FILAC, *Forest Governance by Indigenous and Tribal Peoples. An Opportunity for Climate Action in Latin America and the Caribbean*, 2021; Allen Blackman and Peter Veit, *Titled Amazon Indigenous Communities Cut Forest Carbon Emissions*, 2018; Julia Fa et al., *Importance of Indigenous Peoples' Lands for the Conservation of Intact Forest Landscapes*, 2020; Wayne S. Walker et al., *The Role of Forest Conversion, Degradation, and Disturbance in the Carbon Dynamics of Amazon Indigenous Territories and Protected Areas*, 2020.

8 ILO, *Indigenous People and Climate Change: From Victims to Change Agents through Decent Work*, 2017; ILO, *Indigenous Peoples and Climate Change: Emerging Research on Traditional Knowledge and Livelihoods*, 2019; FAO and FILAC, *Forest Governance*; FAO, *The White/Wiphala Paper on Indigenous Peoples' Food Systems*, 2021; IFAD (International Fund for Agricultural Development), *The Traditional Knowledge Advantage: Indigenous Peoples' Knowledge in Climate Change Adaptation and Mitigation Strategies*, 2016; IPCC, *AR5 Climate Change 2014: Impacts, Adaptation, and Vulnerability*, 2014; IPCC, *Global Warming of 1.5°C: An IPCC Special Report*, 2018.

9 ILO, *Indigenous Peoples and Climate Change: Emerging Research*.

10 ILO, *Indigenous Peoples and Climate Change: Emerging Research*.

and men. In its concluding section, the brief sets out policy recommendations for better engaging with indigenous peoples to achieve the intertwined goals of climate action, sustainable development, and

social justice. Social dialogue as well as rights at work are indispensable building blocks of sustainable and inclusive development, and must be at the centre of policies to achieve this goal.¹¹

2. The impacts of climate change and non-inclusive climate action on indigenous peoples

Recently published ILO estimates put the number of indigenous peoples globally at over 476 million, or 6.2 per cent of the world's population.¹² Over 5,000 indigenous communities are believed to exist worldwide, living in around 90 countries. Some 70.5 per cent of the world's 476.6 million indigenous peoples live in Asia and the Pacific (amounting to 335.8 million indigenous men and women), 16.3 per cent live in Africa, 11.5 per cent live in Latin America and the Caribbean, 1.6 per cent live in North America and 0.1 per cent live in Europe and Central Asia. Some 15 per cent of indigenous peoples globally live in countries that have ratified ILO Indigenous and Tribal Peoples Convention, 1989 (No. 169). The majority of these are in Latin America and the Caribbean, where indigenous peoples represent 8.5 per cent of the total population.¹³

The majority of indigenous peoples (73.4 per cent) live in rural areas and are directly impacted by climate change, as well as by climate-related mitigation and adaptation action that excludes them.¹⁴ According to the fifth assessment report of the Intergovernmental Panel on Climate Change (IPCC), the "livelihoods and lifestyles of indigenous peoples, pastoralists, and fisherfolk, often dependent on natural resources, are highly sensitive to climate change and climate change

policies, especially those that marginalize their knowledge, values, and activities".¹⁵ They are among the first to face the impacts of climate change, which have severe adverse consequences for their local economies and livelihoods. Climate change has been singled out as a major transformation affecting indigenous peoples, which risks aggravating existing inequalities.¹⁶

More specifically, indigenous peoples face six challenges that make them particularly vulnerable to climate change.¹⁷ First, they face stark inequalities in relation to other parts of society.¹⁸ Indigenous peoples face a "spectre of poverty" and are thus more vulnerable socially, economically and environmentally.¹⁹ They are more likely to be in the informal economy and are nearly three times more likely to be in extreme poverty when compared to their non-indigenous counterparts.²⁰ Indigenous peoples are among those particularly vulnerable to violations of human rights, fundamental principles and rights at work.²¹ When in salaried work, indigenous peoples earn 18.5 per cent less than the wider workforce.²² In the context of the COVID-19 pandemic, prevailing economic, social and environmental vulnerabilities have resulted in the exacerbation of poverty, income loss, food insecurity

11 UN Climate Change, *UN Climate Change Conference*, 2021.

12 ILO, *Implementing the ILO Indigenous and Tribal Peoples Convention No. 169: Towards an Inclusive, Sustainable and Just Future*, 2019.

13 Fifteen of the 24 ratifications of Convention No. 169 are from Latin America and the Caribbean: Argentina, the Plurinational State of Bolivia, Brazil, Chile, Colombia, Costa Rica, Dominica, Ecuador, Guatemala, Honduras, Mexico, Nicaragua, Paraguay, Peru and the Bolivarian Republic of Venezuela.

14 ILO, *Implementing the ILO Indigenous and Tribal Peoples Convention No. 169*; ILO, *Indigenous People and Climate Change: From Victims to Change Agents*.

15 IPCC, *AR5 Climate Change 2014: Impacts, Adaptation, and Vulnerability*, 2014: 50.

16 ILO, *Indigenous People and Climate Change: From Victims to Change Agents*.

17 ILO, *Indigenous People and Climate Change: From Victims to Change Agents*.

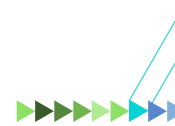
18 ILO, *Indigenous People and Climate Change: From Victims to Change Agents*.

19 ILO, *Implementing Convention No. 169*.

20 ILO, *Implementing Convention No. 169*.

21 The 1998 ILO Declaration on Fundamental Principles and Rights at Work, as amended in 2022, sets out the following principles and rights: freedom of association and the effective recognition of the right to collective bargaining; the elimination of all forms of forced or compulsory labour; the effective abolition of child labour; the elimination of discrimination in respect of employment and occupation; and a safe and healthy working environment.

22 ILO, *Implementing Convention No. 169*.



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and increased vulnerability in accessing health care, water and sanitation.²³

Second, indigenous peoples' social, cultural, economic and productive activities are highly dependent on renewable natural resources, which are at higher risk to climate variability and extremes.²⁴ Globally, at least 70 million indigenous peoples depend on forests for their livelihoods.²⁵ Community-based data collected through the Indigenous Navigator framework shows that

indigenous peoples' livelihood activities are already being strongly affected by changes in the climate.²⁶ Climate change, alongside access to land, were the factors most frequently cited by Indigenous Navigator respondents, both indigenous men and women, as leading to changes in their traditional occupations.²⁷ Climate variabilities are affecting the traditional seasonal calendar, which has put pressure on indigenous peoples' traditional food systems and impacted the availability and stability of food resources.²⁸

Third, indigenous peoples tend to live in geographical areas and depend on ecosystems that are highly vulnerable to climate change in all the seven socio-cultural regions, namely Africa; the Arctic; Asia; Central and South America and the Caribbean; Eastern Europe, Russian Federation, Central Asia and Transcaucasia; North America; and the Pacific.²⁹ These include high altitude regions exposed to glacial melts; rainforests exposed to rising temperatures, precipitation changes and increases in climate extremes, including droughts and floods; polar regions where hunting and fishing are threatened due to changing ice and weather conditions; as well as arid and semi-arid regions with increased fire incidence.³⁰ Furthermore, indigenous peoples living in small island states and coastal areas are particularly affected by rising temperatures and rising sea levels, which pose a significant threat to their livelihoods as well as to their cultures and ways of life.³¹ Livelihoods of indigenous peoples in the Arctic have also been modified by climate change, due to decreasing snow cover and permafrost degradation, among other phenomena, which have impacts on food security and traditional practices (such as reducing access to hunting grounds and modifying traditional travel routes).³²

23 ILO, *COVID-19 and the World of Work: A Focus on Indigenous and Tribal Peoples*, 2020.

24 ILO, *Indigenous People and Climate Change: From Victims to Change Agents*; FAO, *The White/Wiphala Paper*.

25 United Nations, "SDG 15: Sustainably Manage Forests, Combat Desertification, Halt and Reverse Land Degradation, Halt Biodiversity Loss", n.d.

26 *The Indigenous Navigator* is a framework and set of tools for and by indigenous peoples to systematically monitor the level of recognition and implementation of their rights. It provides an insight into indigenous peoples' realities and perspectives regarding particular indicators.

27 ILO and IWGIA, *Indigenous Peoples in a Changing World of Work: Exploring Indigenous Peoples' Economic and Social Rights through the Indigenous Navigator*, 2021.

28 FAO, *The White/Wiphala Paper*.

29 ILO, *Indigenous People and Climate Change: From Victims to Change Agents*; UN DESA, *Climate Change: An Overview*, 2007.

30 UN DESA, *Climate Change: An Overview*; World Bank, *Glaciers of the Himalayas: Climate Change, Black Carbon, and Regional Resilience*, 2021; Thorsten Seehaus et al., "Changes of the Tropical Glaciers Throughout Peru Between 2000 and 2016: Mass Balance and Area Fluctuations", *The Cryosphere*, 13(10) (2019): 2537–2556; Paulo Artaxo et al., "Chapter 23: Impacts of Deforestation and Climate Change on Biodiversity, Ecological Processes, and Environmental Adaptation", in Amazon Assessment Report, 2021; Michael Meredith et al., "Polar Regions" in IPCC, *Special Report on the Ocean and Cryosphere in a Changing Climate*, 2019.

31 UN DESA, *Climate Change: An Overview*, 2007; IPCC, *AR5 Climate Change 2014*.

32 IPCC, *AR5 Climate Change 2014*.

Their high exposure to the impacts of climate change forces many indigenous peoples to migrate, constituting a fourth challenge.³³ In Alaska (United States), for example, indigenous peoples have been forced to relocate as a consequence of the intensity of weather extremes.³⁴ According to Indigenous Navigator respondents, climate change is one of the obstacles to performing traditional occupations and is also a key factor leading to indigenous peoples' migration from their territories.³⁵ While migration might in some cases lead to work in the formal economy and the development of enterprises, including cooperatives, in other cases, it leads to a stronger reliance on informal casual and seasonal wage work.³⁶

Often, indigenous peoples who migrate to urban areas face situations of extreme vulnerability. According to a World Bank study, in Latin American countries that have a large urban indigenous population, indigenous men and women are two to three times less likely to hold high-skilled, stable jobs than their non-indigenous counterparts.³⁷ In the context of the COVID-19 pandemic, this has led to higher socio-economic vulnerability.³⁸ Due to job loss, a number of indigenous peoples who had migrated from their territories were forced to return to their communities.³⁹ In contrast, Indigenous Navigator respondents indicated that indigenous men and women who could stay in their land and practice their traditional occupations (including traditional farming and traditional healing practices) were more resilient to COVID-19-related health and socio-economic impacts.⁴⁰

A fifth challenge is the exacerbation of gender inequality.⁴¹ Indigenous women bear an even

greater burden from the impacts of climate change than their male counterparts, as they are often responsible for providing food and water to their families.⁴² In Cambodia, for example, a large number of indigenous peoples, especially women, reported that they had experienced food insecurity due to extreme climate hazards which included drought, flood and lightning strikes.⁴³ Climate change also has a particular impact on traditional occupations performed by women, which can exacerbate existing challenges. According to Indigenous Navigator respondents, some of these activities have already been losing importance, as indigenous women are no longer able to practice them due to land grabs and a lack of raw material.⁴⁴ For example, indigenous women's knowledge of seeds in the Andes is reported to be disappearing due to changes in harvesting practices brought on by a lack of water.⁴⁵ Agricultural losses and modifications in livelihoods may further increase care obligations and the need to make ends meet through more informal and precarious means, often increasing the burden of poor women and girls. In addition, climate and livelihood uncertainty may also lead to rising insecurity and violence against women and children.⁴⁶ Despite indigenous women's leading role in helping their communities address climate-related impacts, as will be discussed in the next section, indigenous women also face barriers to participate in decision-making processes about policies, programmes and actions aimed towards addressing climate change, both inside and outside their communities.⁴⁷

Failing to recognize indigenous peoples, their rights and institutions, constitutes the sixth challenge that

33 ILO, *Implementing Convention No. 169*; ILO, *Indigenous People and Climate Change: From Victims to Change Agents*.

34 IPCC, *AR5 Climate Change 2014*.

35 ILO and IWGIA, *Indigenous Peoples*.

36 ILO, *Implementing Convention No. 169*.

37 World Bank, *Indigenous Latin America in the Twenty-First Century: The First Decade*, 2015.

38 ILO, *COVID-19 and the World of Work*.

39 ILO and IWGIA, *Indigenous Peoples*.

40 ILO and IWGIA, *Indigenous Peoples*.

41 ILO, *Indigenous People and Climate Change: From Victims to Change Agents*.

42 IWGIA, *Indigenous Women and Climate Change*, 2020.

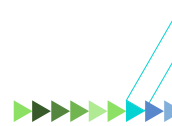
43 Cambodia Indigenous Peoples Organization (CIPO), *Indigenous Women's Voice, Livelihood And Climate Change Adaptation In Pu Chhorb And Krang Teh Village, Mondulkiri Province*, 2019.

44 ILO and IWGIA, *Indigenous Peoples*.

45 IWGIA, *Indigenous Women and Climate Change*.

46 Bernadette Resurrección, *Gender, Climate Change and Disasters: Vulnerabilities, Responses, and Imagining a More Caring and Better World* (UN Women, 2021).

47 ILO, *Exploring and Tackling Barriers to Indigenous Women's Participation and Organization*, 2021.



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makes indigenous peoples particularly vulnerable to the impacts of climate change and exclusionary climate action.⁴⁸ The lack of recognition of indigenous peoples in many countries leads to their “invisibility” in official data and statistics, as well as in public policy more generally.⁴⁹ Even in countries that have recognized indigenous peoples’ rights, such as those that ratified Convention No. 169, or in Bangladesh and India, where distinct legal provisions have been adopted for the protection of certain tribal groups, challenges in implementation persist.⁵⁰ While some advancements have been made in this arena, as highlighted by the experience of some Latin American countries in the next section, important challenges still remain.

Even if indigenous peoples’ right to consultation and participation is technically recognized, processes leading to decisions that directly affect them do not often benefit from their perspectives and contributions in practice, and this is largely due

to the absence of dedicated public mechanisms established for this purpose.⁵¹ In addition, indigenous institutions, organizations and networks often have limited capacity, which only compounds the situation. As ILO research shows, indigenous women face additional barriers to participation and organization, many of which relate to intersecting discrimination and socio-economic exclusion.⁵² Similar concerns exist regarding indigenous youths, indigenous persons with disabilities, indigenous persons living with HIV or others vulnerable to intersectional discrimination. In the context of the response to the climate crisis, this scenario translates to a lack of consideration for indigenous peoples’ realities and perspectives, leading to negative impacts on their livelihoods. Without indigenous peoples’ meaningful participation, climate change mitigation and adaptation measures risk being unsuccessful and can even cause harm to communities.⁵³

48 ILO, *Indigenous People and Climate Change: From Victims to Change Agents*.

49 ILO, *Implementing Convention No. 169*.

50 ILO, *Indigenous People and Climate Change: From Victims to Change Agents*.

51 ILO, *Indigenous People and Climate Change: From Victims to Change Agents*; ILO, *Implementing Convention No. 169*.

52 ILO, *Exploring and Tackling Barriers*.

53 ILO, *Indigenous People and Climate Change: From Victims to Change Agents*.

3. Indigenous peoples as agents of change for ensuring a just transition for all

Indigenous peoples comprise an estimated 6.2 per cent of the world's population and live in more than 90 countries around the world. Thus, effective climate change initiatives need to empower indigenous women and men as agents of change. Indeed, recognizing indigenous peoples as partners in achieving sustainable development and meaningful climate action is vital.⁵⁴ Emerging research shows that indigenous peoples play an important role in generating green jobs and enterprises as well as in developing innovative solutions based on indigenous knowledges and practices.⁵⁵ In this sense, the participation of indigenous women and men in the formulation, implementation and evaluation of climate policies spanning local, national, regional and international spheres is key to an appropriate response to the challenges posed by climate change.

Indigenous peoples' economies primarily depend on natural resources and ecosystems with which they share a complex cultural relationship. Natural capital is their core asset, and their economic activity does not allow for it to depreciate.⁵⁶ Consequently, indigenous peoples' territories contain high percentages of the world's biodiversity and play an important role in storing carbon. In fact, research shows that indigenous peoples are the best guardians of the forest in Latin America and the Caribbean.⁵⁷ Around 35 per cent of the region's forests are located in areas occupied by indigenous peoples and deforestation rates are up to 50 per cent lower in these territories. These forests store around 34,000 million metric tons of carbon, representing 30 per cent of the carbon stored in Latin America's forests and 14 per cent of the carbon in the tropical forests worldwide. In the Amazon region, indigenous

peoples contribute measurably to maintaining the integrity of the region's tropical forests while avoiding carbon emissions from deforestation and forest degradation. From 2003 to 2016, more than twice as much carbon was lost outside indigenous territories compared to inside such territories, even though indigenous territories represent 52 per cent of the region's land area.⁵⁸ In Brazil alone, forests managed by indigenous peoples produce 27 times less carbon dioxide emissions from deforestation than areas outside indigenous territories.⁵⁹

Indigenous peoples' territories are also home to an enormous diversity of flora and fauna. Indigenous peoples own, occupy or use up to 22 per cent of the global land area, which hosts 80 per cent of the world's biodiversity.⁶⁰ Indigenous territories in Brazil, for example, contain more species of mammals, birds, reptiles and amphibians than all the country's non-indigenous protected areas, and two thirds of the Plurinational State of Bolivia's vertebrates and 60 per cent of its plants are located in indigenous territories.⁶¹ What's more, deforestation rates are lower in indigenous and tribal territories where governments have formally recognized collective land rights, a testimony to the importance of recognizing indigenous peoples, their rights and institutions. Indeed, improving the tenure security of these lands is a cost-effective way to reduce carbon emissions.

Recent research has also identified that 23 per cent of irrecoverable carbon is located within protected areas and that 33.6 per cent of these territories are managed by indigenous peoples and local communities.⁶² Half of Earth's irrecoverable carbon is concentrated on just 3.3 per cent of its land, highlighting opportunities for targeted efforts to

54 ILO, *Implementing Convention No. 169*.

55 ILO, *Indigenous People and Climate Change: From Victims to Change Agents*; ILO, *Indigenous Peoples and Climate Change: Emerging Research*; ILO, *Implementing Convention No. 169*; IPCC, *Global Warming of 1.5°C of Climate Change*.

56 ILO, *Indigenous Peoples and Climate Change: Emerging Research*.

57 FAO and FILAC, *Forest Governance*.

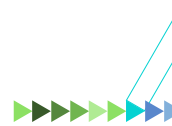
58 Walker et al., *The Role of Forest Conversion*.

59 Caleb Stevens, *Securing Rights, Combatting Climate Change: How Strengthening Community Forest Rights Mitigates Climate Change*, 2014.

60 World Bank, *Social Dimensions of Climate Change: Workshop Report*, 2008; UNEP (United Nations Environment Programme), *Indigenous Peoples: The Unsung Heroes of Conservation*, 2017.

61 FAO and FILAC, *Forest Governance by Indigenous and Tribal Peoples. An Opportunity for Climate Action in Latin America and the Caribbean*.

62 Monica Noon et al., "Mapping the Irrecoverable Carbon in Earth's Ecosystems", *Nature Sustainability* 5 (2021) 37–46. The authors argue that there are "irrecoverable" carbon reserves that we cannot afford to lose given that carbon recovery can take millennia.



increase global climate security.⁶³ In other words, targeted policies focusing on the protection of indigenous peoples' rights, fostering indigenous land tenure and their conservation strategies, could have relevant impacts in the protection of such areas.

Particularly in the rural economy, indigenous peoples engage in traditional occupations and activities, such as agriculture, forestry, hunting-gathering, pastoralism, fishing and the production of traditional handicrafts and goods.⁶⁴ These occupations are closely linked to indigenous peoples' traditional knowledge, whose role in environmental sustainability and combating climate change is becoming increasingly recognized.⁶⁵ Evidence shows that indigenous, local, and traditional knowledge systems and practices, including indigenous peoples' holistic view of community and environment, are a major resource for adapting to climate change.⁶⁶ Indigenous knowledge systems are strongly dynamic and have a robust capacity to adjust and modify actions in response to environmental change. Techniques for maintaining the genetic diversity of crops, community-based forest management, traditional methods to rehabilitate the soil, as well as traditional irrigation systems, are examples of techniques of sustainable management and biodiversity conservation.⁶⁷

Indigenous peoples' knowledge of agriculture and their food systems, for instance, are considered a "game-changing solution" as they are instrumental to preserve biodiversity, are tied to the natural world and are capable of providing food and nutritional security, while restoring ecosystems.⁶⁸ There are also numerous examples worldwide of traditional knowledge at work in the context of climate change.⁶⁹

In Kenya, for instance, the Borana community has been able to adjust to climate variability and change by observing plants and animal behaviours in order to predict weather changes and prepare accordingly.⁷⁰ In South Sudan, the Bari have used traditional techniques to develop coping mechanisms for disaster risk-reduction during floods.⁷¹ Similarly, in Guatemala, the Maya Kaqchikel people's traditional knowledge has led to a better understanding of how the local climate behaves, allowing for the identification of signals of precipitation and possible droughts.⁷² This knowledge has improved their decision-making techniques and allowed them to identify and take the necessary action for climate adaptation and mitigation to avoid the negative effects of floods, droughts and crop diseases, which could put the community's food security at risk.

In particular, indigenous women are custodians and crucial transmitters of environmental management knowledge to future generations. In Canada, for example, women from the Kainai First Nation are leading a project in collaboration with scientists and practitioners to increase the climate change knowledge and skills of their community. They have identified immediate, medium, and long-term climate risks and developed an initial adaptation plan and community specific climate education tools, which are being used to build capacity in climate risk assessment and adaptation planning.⁷³ Learning from indigenous peoples how they use their knowledge to find solutions and technologies to combat climate change can be an important aspect of developing and implementing nationally determined contributions (NDCs), national adaptation plans (NAPs) and achieving the Sustainable Development Goals.⁷⁴

63 Noon, "Mapping the Irrecoverable Carbon".

64 ILO, *Implementing Convention No. 169*.

65 ILO, *Indigenous Peoples and Climate Change: Emerging Research*.

66 IPCC, *AR5 Climate Change 2014*.

67 ILO, *Indigenous Peoples and Climate Change: Emerging Research*; IFAD, *The Traditional Knowledge Advantage*.

68 FAO, *The White/Wiphala Paper*.

69 ILO, *Indigenous Peoples and Climate Change: Emerging Research*.

70 UNESCO (United Nations Educational, Scientific and Cultural Organization), *Intangible Cultural Heritage: Supporting Research and Documentation of Indigenous Knowledge Systems on Biodiversity Conservation, Climate Change and Disaster Risk Reduction in Eastern Africa*, 2021.

71 UNESCO, *Intangible Cultural Heritage*.

72 Forest Peoples Programme (FPP), *Local Biodiversity Outlooks 2: The Contributions of Indigenous Peoples and Local Communities to the Implementation of the Strategic Plan for Biodiversity 2011–2020 and to Renewing Nature and Cultures*, 2020. For instance, they have identified that exposed roots of corn during winter months announce strong winds in the following winter, and that when the bird chorchas makes its nest longer than normal, it means that the onset of winter will delay farmers' planting.

73 UNFCCC, "*Building Climate Resilience and Adaptation in the Kainai First Nation*", n.d.

74 Shanar Tabrizi, *Indigenous Peoples and Climate Technologies. Acknowledging Indigenous Peoples' Technologies and Identifying Linkages with Technology Needs Assessments*, 2021.



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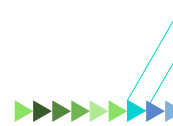
Indigenous peoples' role as crucial actors in combating climate change and preserving biodiversity has been recognized in international instruments such as the [Paris Agreement on Climate Change](#) and the [2030 Agenda for Sustainable Development](#). Recognizing the need to strengthen local communities and indigenous peoples in their efforts to address climate change, the Conference of the Parties to the United Nations Framework Convention on Climate Change (UNFCCC) established the [Local Communities and Indigenous Peoples Platform \(LCIPP\)](#) in 2015.⁷⁵ Its mandate is to facilitate the exchange of experiences and sharing of best practices on mitigation and adaptation in a holistic and integrated manner.⁷⁶

In the 2021 *Glasgow Leaders' Declaration on Forest and Land Use*, the leaders of 141 countries recognized that meeting the land use, climate, biodiversity and sustainable development goals, both globally and nationally, will require support for indigenous peoples and local communities. They pledged to reduce vulnerability, build resilience and enhance rural livelihoods, including through empowering communities and recognizing the multiple values of forests, while recognizing the rights of indigenous peoples. They also agreed to increase finance and investment to support indigenous peoples and local communities.⁷⁷ Several countries also pledged to promote the full, effective, and willing participation of indigenous peoples and local communities in programmes that protect and restore forests,

75 UNFCCC, *Report of the Conference of the Parties on its Twenty-First Session, Held in Paris from 30 November to 13 December 2015. Addendum. FCCC/CP/2015/10. Add. 1*, 2015.

76 UNFCCC, *Report on its Twenty-First Session*; UNFCCC, *The 1st meeting of the Facilitative Working Group of the Local Communities and Indigenous Peoples Platform. Report by the Secretariat. FCCC/SBSTA/2019/4*, 2019.

77 UN Climate Change, *Glasgow Leaders' Declaration on Forest and Land Use*, 2021.



reduce deforestation and forest degradation, and ensure that benefits reach smallholders and local communities.⁷⁸ Following these commitments, a couple of countries and organizations have made a collective pledge of US\$1.7 billion to support the advancement of indigenous peoples' and local communities' forest tenure rights and greater recognition and rewards for their role as guardians of forests and nature.⁷⁹ Such initiatives can also provide an important opportunity and momentum for promoting green jobs for indigenous women and men that draw on their traditional knowledge and practices.

Furthermore, indigenous representatives, women and youth have also demonstrated leadership in negotiations on climate and biodiversity related fora.⁸⁰ Indigenous youth made a strong pledge for intergenerational equity and full and effective participation in international biodiversity and climate arenas.⁸¹ At the same time, indigenous women have been playing a leading role in pushing for climate negotiations to include an intersectional perspective, while also helping their communities address climate-related issues and build a resilient future.⁸²

Indigenous peoples, their sustainable economic models and their traditional knowledge are essential

to the success of policies and measures aimed at mitigating and adapting to climate change.⁸³ Policy discussions should explore ways to ensure that climate mitigation and adaptation measures do not generate additional risks and vulnerabilities for indigenous peoples' livelihoods and working conditions. They should also leverage the just transition framework to overcome existing socio-economic vulnerabilities and create decent work opportunities.⁸⁴ Sectors that are key to building a low-carbon economy, such as agriculture, forestry, construction and renewable energy, have the potential to create decent work opportunities for indigenous peoples while building on their skills and traditional indigenous knowledge. Furthermore, indigenous peoples can play a central role in achieving environmental sustainability, generating green jobs and enterprises, as well as developing innovative solutions rooted in indigenous knowledge. Taking the contributions, knowledge and perspectives of indigenous women and men on board is key for decision-makers in their efforts to design interventions that simultaneously contribute to the realization of human rights, inclusive and sustainable development and effective climate action.

4. International labour standards: supporting a just transition for all

International labour standards offer a robust framework for addressing the challenges to the world of work associated with the greening of the economy and, more broadly, with the transition towards sustainable development and poverty eradication.⁸⁵ Respecting, promoting, and realizing fundamental principles and rights at work as reflected in the ILO's core labour standards⁸⁶ is

particularly critical for sustainably tackling socio-economic vulnerabilities and the poverty gaps affecting indigenous peoples, which risk widening as result of climate change.

Within the ILO's body of international labour standards, the Indigenous and Tribal Peoples Convention, 1989 (No. 169) stands out as the only international treaty open for ratification dedicated

78 UN Climate Change, *The Global Forest Finance Pledge*, 2021.

79 UN Climate Change, *COP26 IPLC Forest Tenure Joint Donor Statement*, 2021.

80 UN Climate Change, *Global Forest Finance Pledge*.

81 GYBN, *Youth Perspectives for a Transformative Post-2020 Global Biodiversity Framework*, 2021.

82 ILO, *Implementing Convention No. 169*; UN Climate Change, *"Indigenous Women Vital to Climate Action"*, 2021; IWGIA, *Indigenous Women and Climate Change*.

83 ILO, *Indigenous People and Climate Change: From Victims to Change Agents*.

84 ILO, *Indigenous Peoples and Climate Change: Emerging Research*.

85 ILO, *Resolution Concerning Sustainable Development, Decent Work and Green Jobs*, 2013.

86 The notion of core labour standards refers to the fundamental ILO Conventions related to freedom of association and the right to collective bargaining, the elimination of forced labour, child labour and discrimination in employment and occupation, as well as occupational safety and health.



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specifically and exclusively to these groups.⁸⁷ In recognizing and protecting indigenous peoples' rights, identities and cultures, the Convention provides guidance for supporting indigenous peoples' local economies and livelihoods, ensuring land and natural resource rights, safeguarding and supporting indigenous peoples' institutions, and ensuring their participation in development planning and national and sub-national levels. The Convention also provides specific guidance for policies and measures aimed at promoting decent work, social protection, including healthcare, and education

5. Towards inclusive climate policy and action: closing the indigenous participation gap

ILO research points to important challenges in countries that lack appropriate institutional and legal frameworks, as well as tools and methodologies for public authorities, to ensure the rights to consultation and participation for indigenous

and training, among others, including through community-led programmes and services.

Consultation and participation are the cornerstone of Convention No. 169, recognized as collective rights of indigenous peoples and as fundamental principles of inclusive development and democratic governance.⁸⁸ Institutionalized mechanisms for participation and dialogue are essential for bringing indigenous peoples' perspectives and interests into policymaking. In turn this requires legal frameworks capable of ensuring respect for rights, the rule of law as well legal certainty for economic activities and responsible investment.

All these features make Convention No. 169 a highly pertinent platform for indigenous peoples' participation in the formulation, implementation and evaluation of climate-related policies and plans. It provides ratifying and non-ratifying countries with authoritative and concrete guidance on putting in place the necessary institutions, mechanisms and legal frameworks. All are essential for building trust and ensuring that public policies address existing inequalities. In this way, Convention No. 169 plays an important role in promoting policy coherence and social dialogue in the context of a just transition, supporting indigenous peoples' participation in building social consensus around the pathways towards environmentally sustainable economies and societies. The inclusion and effective participation of those disproportionately affected by climate change, including indigenous peoples, is essential to ensure the legitimacy and inclusiveness of decision-making processes and the design of socially just climate policies and action.⁸⁹

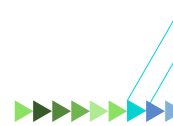
peoples, including for indigenous women.⁹⁰ Countries with a designated lead agency responsible for indigenous affairs have demonstrated the greatest progress in implementing mechanisms for participation of indigenous peoples. The presence

87 The older Indigenous and Tribal Populations Convention, 1957 (No. 107) remains in force for [17 countries](#) but is now closed for ratification. The ILO has invited countries for which it is still in force to consider ratifying Convention No. 169. The UN General Assembly likewise called Members States to ratify Convention No. 169, as have the UN Permanent Forum on Indigenous Affairs, the UN Special Rapporteur on the rights of indigenous peoples, as well as various UN human rights treaty bodies.

88 ILO, *Understanding the Indigenous and Tribal Peoples Convention, 1989 (No. 169). Handbook for ILO Tripartite Constituents*, 2013.

89 IPCC, *Climate Change 2022: Impacts, Adaptation and Vulnerability*, 2022.

90 ILO, *Implementing Convention No. 169*.



of public institutions dedicated specifically to indigenous affairs has also proven to be important in times of crisis. Several countries that have developed such institutions have been able to undertake targeted measures to support indigenous peoples in the context of the COVID-19 pandemic.⁹¹

Some interesting examples of the inclusion of indigenous peoples in the context of climate action and the formulation of climate policies can be found in Latin America and the Caribbean, the region with the highest number of countries that have ratified Convention No. 169, as mentioned above. The development of regulations related to climate change in Peru (see box in the next page), for instance, is a recent example of indigenous peoples' participation and consultation in the context of climate action.

Recognition of indigenous peoples' contributions to climate policy in Latin American countries can also be found in some of the region's nationally determined contributions (NDCs). In the framework of the Paris Agreement, Parties are expected to prepare, communicate, and maintain successive NDCs that they intend to achieve.⁹² According to the Economic Commission for Latin America and the Caribbean (ECLAC), the NDCs of 14 countries in Latin America and the Caribbean highlight the role of indigenous peoples.⁹³ In general, references relate to the participation of indigenous peoples in consultation processes, as well as to the adoption of affirmative actions or the recognition of the particular vulnerabilities they face and attention to their special needs. The NDC of the Plurinational State of Bolivia emphasizes the importance of recognizing indigenous peoples' views and their traditional representation structures in international climate agreements.⁹⁴ Guatemala's national policy on climate change states that conditions should be generated to favour, promote and strengthen the participation of indigenous peoples in the implementation of the policy and its strategy.⁹⁵

In Argentina, Convention No. 169 served as the basis for a recently edited bill to regulate how indigenous peoples should be consulted when National Parks Administration intend to undertake any measures that could affect their collective rights (Administración de Parques Nacionales, Argentina 2021). The bill was drafted to operationalise the full scope of Convention No. 169 and the indigenous rights guaranteed therein, thus expanding the instances of consultation and indigenous participation in dialogue and co-management roundtables.⁹⁶

Convention No. 169 also plays an important role in providing legal certainty to enterprises, workers, governments and indigenous peoples in the context of green economy projects.⁹⁷ For instance, the meaningful participation of indigenous peoples in the photovoltaic electrification project in Isla Huapi, an island in the southern part of Chile, is an interesting example of a project developed by and with participation of various Chilean stakeholders, with a view to decarbonizing electricity. Chile ratified Convention No. 169 in 2008 and included a standalone chapter in its 2050 energy policy that addresses indigenous peoples' participation and their right to decide on their own priorities regarding their development process, based on the rights enshrined in the Convention.⁹⁸ The Mapuche Huilliche community that inhabits Isla Huapi, one of the last groups to have access to safe energy in the district of Futrono, where the island is located, demanded that the electrification project be carried out using renewable energy and include the active participation of its beneficiaries. The community was involved in the project from the outset: from deciding that access to electricity was a priority, to attending discussions to understand the bidding process and its results, and in the establishment of a committee for the electrification of the island, where 40 community members participate. The committee plays an important role in making the connection between the Mapuche Huilliche

91 ILO, *COVID-19 and the World of Work*.

92 UN Climate Change, "*Nationally Determined Contributions (NDCs)*", n.d.

93 ECLAC, *Cambio Climático y Derechos Humanos. Contribuciones desde y para América Latina y Caribe*, 2019. The countries are Bolivia (Plurinational State of), Brazil, Costa Rica, Dominica, Ecuador, Guatemala, Guyana, Honduras, Mexico, Nicaragua, Panama, Paraguay, Peru and Suriname.

94 Plurinational State of Bolivia, *Intended Nationally Determined Contribution from the Plurinational State of Bolivia*, n.d.

95 Ministerio de Ambiente y Recursos Naturales, Guatemala, *Política Nacional de Cambio Climático*, 2009. See the section on National Capacity Building and Technology Transfer.

96 Auditoria General de la Nación, Argentina, *Nota No 97/21-P. Ref.: ACT 210/19-AGN*, 2021.

97 The Danish Institute for Human Rights (DIHR), *Case Study: Equitable Access to Energy and Indigenous Participation in Chile's Energy Policy*, 2021.

98 Ministerio de Energía, Chile, *Capítulo Indígena de la Política Energética 2050*, 2017.

► Indigenous peoples and climate change regulation in Peru

Peru ratified Convention No. 169 in 1994. It has since passed legislation that regulates consultations with indigenous peoples,¹ instituted a dedicated Vice-Ministry responsible for indigenous peoples affairs and a Working Group on Indigenous Policies, which is a permanent body for indigenous peoples' participation.² On April 2nd, 2018, Peru passed its **Framework law on Climate Change** (Law 30754).³ The new law expressly acknowledges the role of indigenous peoples in the response to climate change and provides a framework for their participation in designing and implementing mitigation and adaptation strategies, recognizing indigenous knowledges as a key tool for the design of such strategies. The process for the formulation of a Regulation implementing Law 30754, approved in early January 2020,⁴ included the participation of indigenous peoples throughout the country via a series of workshops.⁵ Indigenous peoples' organizations, including indigenous women's organizations, were active in the discussions for the regulation and emphasized the inclusion of a gender and interculturality approach.⁶ Subsequently, the text for the regulation was submitted to a formal process of consultation with indigenous peoples, by their request.⁷ Peru's Ministry of Culture provided training and technical assistance to indigenous peoples' organizations and played a facilitating role during the process.

One of the most relevant results of the consultation process was the creation of the **Indigenous Peoples' Platform to Combat Climate Change** in 2020, in response to a revindication made by indigenous peoples' organizations.⁸ The platform is composed by representatives of each of the seven national indigenous peoples' organizations. Among its tasks are the systematization and diffusion of indigenous peoples' proposals for climate action; participation in monitoring and evaluating of the implementation of existing national regulations related to forests and climate change; and strengthening the knowledge systems, practices and ancestral knowledge of indigenous peoples on climate change.⁹ The participation of indigenous women's organizations in the consultation process contributed to the fact that the agreements to create the platform include a gender, intersectional and intergenerational perspective.¹⁰ In addition, the duty of consultation and the right of participation of indigenous peoples, as enshrined in Convention No. 169, are reinforced in article 12 of the regulation.

The full text of the Peruvian framework law can be found [here](#), the full consultation plan [here](#) and the adopted regulation of the framework [here](#) (all in Spanish).

¹ Congreso de la República, Perú, Ley No. 29785. *Ley del Derecho a la Consulta Previa a los Pueblos Indígenas o Originarios, Reconocido en el Convenio No. 169 de la Organización Internacional del Trabajo (OIT)*, 2011.

² Government of Peru, "Ministerio de Cultura inicia el fortalecimiento del Grupo de Trabajo de Políticas Indígenas", 26 June 2018.

³ Congreso de la República, Perú. Ley N° 30754: *Ley Marco sobre Cambio Climático*, 2018.

⁴ Government of Peru, "Gobierno aprueba Reglamento de la Ley Marco sobre Cambio Climático", 1 January 2020; Ministerio del Ambiente, Perú, *Decreto Supremo N° 013-2019-MINAM*, 2019.

⁵ Government of Peru, "MINAM dialoga con los pueblos indígenas para construir juntos el Reglamento de la Ley Marco sobre Cambio Climático", 20 August 2020.

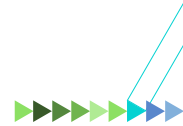
⁶ SERVINDI, "Pueblos indígenas participan en reglamentación de Ley de Cambio Climático", 2 August 2018; ONAMIAP (Organización Nacional de Mujeres Indígenas Andinas y Amazónicas del Perú), "RLMCC debe recoger propuestas de los pueblos indígenas", 12 March 2019; ONAMIAP, "Nuestras propuestas contribuirán a enfrentar el cambio climático", 16 May 2019.

⁷ Government of Peru, *Consulta Previa de la propuesta del Reglamento de la Ley Marco sobre Cambio Climático*, 2019.

⁸ Ministerio del Ambiente, Perú, "Plataforma de los Pueblos Indígenas para enfrentar el Cambio Climático", n.d.; ONAMIAP, "RLMCC debe recoger propuestas de los pueblos indígenas", 2019.

⁹ Ministerio del Ambiente, Perú, n.d.; Ministerio del Ambiente, Perú, *Resolución Ministerial N° 197-2020-MINAM*, 2020.

¹⁰ Ministerio de Cultura, Perú, "Plataforma de los Pueblos Indígenas para enfrentar cambio climático es un espacio permanente de articulación con el Estado", 16 October 2020; ONAMIAP, 16 May 2019; ONAMIAP, *Boletín No. 2: Mujeres indígenas, cambio climático y bosques*, 13 January 2021.



community, the authorities and the company responsible for implementing the project.⁹⁹ This is an interesting case of how Convention No. 169 provides the framework for projects based on dialogue and collaboration between indigenous peoples, government, and companies.

Climate change leads to numerous threats to indigenous people's livelihoods, but inclusive climate action aiming at a just transition and relying on international labour standards, including regarding indigenous peoples, provide a bold opportunity for indigenous peoples' empowerment as well as for the creation of decent work opportunities. According to ILO estimates, about 24 million jobs could be created in the green economy, including in the renewable energy sector, organic agriculture and ecosystem services.¹⁰⁰ Through their indigenous knowledge

and particular relationship with land and natural resources, indigenous peoples are well placed to make valuable contributions in this context.¹⁰¹ Indigenous-led enterprises, including cooperatives, can play an important role in fostering innovation, from amalgamating modern and traditional knowledge, to building renewable energy systems. Cooperatives in particular may contribute not only in delivering equal access to economic opportunities but also in providing voice, representation and empowerment to indigenous women and men.¹⁰² In order to harness these transformations and to overcome inequalities, nevertheless, it is necessary to understand indigenous peoples' realities, their priorities and aspirations, as well as respect and reflect them in public policies.

6. Conclusions and key policy recommendations

This policy brief highlights some of the challenges and opportunities that exist in ensuring a just transition for all by placing a particular spotlight on the distinct situation and role of indigenous peoples. Persisting inequalities and vulnerabilities experienced by indigenous peoples globally, which are more pronounced for indigenous women, indigenous persons with disabilities and other indigenous persons who are vulnerable to intersectional discrimination, are now exacerbated by climate change impacts on indigenous peoples' lands, territories and natural resources and food systems.

While indigenous peoples have contributed the least to climate change, they are most affected by it. However, indigenous peoples' knowledge, occupations and practices are critical assets for indigenous peoples' local economies and livelihoods and play a fundamental role for resilience and finding solutions for climate change mitigation and adaptation. For example, as discussed above, deforestation rates are lower in indigenous lands and territories where governments have formally recognized collective land rights. Hence, indigenous peoples' role is vital for reducing carbon emissions and preserving biodiversity.

As traditional activities are threatened by environmental destruction and climate change, alternative sources of livelihoods or income may be lacking which, in turn, lead to increased inequality and poverty. Indigenous women and men searching for economic opportunities, many of whom end up migrating and entering the informal economy, are vulnerable to discrimination and other violations of fundamental principles and rights at work. Indigenous women are experiencing the effects of intersectional discrimination on grounds of gender and ethnicity, including in the form of violence and harassment.

The benefits of national development efforts and related public policies, services and support have often not reached indigenous communities. Certain development projects may even cause harmful environmental, social, and cultural impacts on indigenous communities, undermining their roles as change agents. This could also be the case for interventions pursued to combat climate change, for example renewable energy, infrastructure or transportation projects. The long-standing deficits in effective and meaningful participation of indigenous peoples have thus become more visible and more urgently need to be addressed.

99 DIHR, *Case Study: Equitable Access to Energy and Indigenous Participation in Chile's Energy Policy*.

100 ILO, *World Employment and Social Outlook: Greening with Jobs*, 2018.

101 ILO, *Indigenous Peoples and Climate Change: Emerging Research*.

102 ILO, *Implementing Convention No. 169*.

The information and analysis presented in this brief points to a key role that the ILO's tripartite constituents, namely governments and employers' and workers' organizations, can play in ensuring that just transition policies take into account the specific rights, needs and characteristics of indigenous peoples. Social dialogue is indeed key in designing and implementing future policies and interventions in this field, which could include the following:

1. To ensure the inclusion of indigenous peoples in climate action, seek guidance from the *ILO Guidelines for a Just Transition towards Environmentally Sustainable Economies and Societies for All* and draw upon and ratify international labour Conventions, including the *ILO Indigenous and Tribal Peoples Convention, 1989 (No. 169)*, in climate policymaking and implementation across international, regional, national and local levels.
2. To strengthen mitigation and adaptation efforts related to lands and natural resources, take measures to accelerate the formal recognition and protection of indigenous peoples' rights to land and natural resources and security of tenure, while ensuring equal rights for indigenous women.
3. To bolster indigenous peoples' role in natural resource management and related partnerships, provide support for strengthening indigenous peoples' governance structures and representative institutions. Such support should be developed with the involvement of both indigenous women and men.
4. To promote the creation of green jobs through inclusive and sustainable growth, provide gender-transformative and disability inclusive support to indigenous communities' local economies, including traditional occupations and indigenous-led enterprises. Interventions should assist in safeguarding and leveraging indigenous knowledge and skills. Alliances and partnerships between indigenous peoples and employers' organizations could assist in advancing these goals.
5. To close the indigenous participation gap by establishing or strengthening institutional and legal frameworks for consultations with and participation of indigenous peoples, both indigenous women and men, on policies, plans and projects related to climate change and a just transition.
6. To advance a just transition for all, particularly in sectors such as energy, transport and infrastructure, ensure consultations with and participation of indigenous peoples in the design and implementation of development and climate projects. Indigenous communities should benefit from such projects, including from decent work opportunities created by them. Partnerships with employers' and workers' organizations could be beneficial in this regard.
7. Document, analyse and disseminate experiences and practices related to the above recommendations to promote and facilitate social dialogue and experiences sharing across countries and regions, leveraging South-South and triangular cooperation, involving ILO constituents and indigenous peoples.

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Contact details

International Labour Organization
Route des Morillons 4
CH-1211 Geneva 22
Switzerland

Gender, Equality, Diversity and Inclusion Branch (GEDI)
gedi@ilo.org

Green Jobs Programme
greenjobs@ilo.org