



MILLIONS OF GOOD, GREEN JOBS

LABOUR
FOR A
GREEN
NEW DEAL



Demand 2: Millions of Good, Green Jobs

Long before covid-19, the UK was suffering a crisis of work with a decade of stagnating wages, high underemployment and close to a [million people](#) on insecure zero-hour contracts. The precarity structuring our economic lives has been terrifyingly exposed. [Six million people](#) fear losing their jobs by the end of the year, [half of businesses will have to lay off staff](#) when the furlough scheme ends and 60% of workers are only three months from missing rent or mortgage payments. This is an opportunity to rebuild the economy around secure and socially useful jobs.

The Government has recognised the importance of state [intervention](#) in the economy, alongside public investment, income support and ambitious training schemes. Labour policy should now target the 'double dividend' of economic prosperity and environmental sustainability. Policy should ensure that state investment is directed at creating millions of high-quality green jobs, providing training paths and guaranteeing retraining to those currently working in high-polluting industries.

1. Creating millions of good green unionised jobs

Labour's 2019 manifesto offered a clear [plan](#) for a million green jobs - by building publicly-owned wind farms, retrofitting the UK's housing stock to provide [warmer homes for all](#), planting [2 billion trees](#), upgrading the country's dangerously insufficient [flood defences](#), investing in [localised power generation](#) and in [new forms of tidal power](#) - now is the time to build on this demand, offering good, green jobs to [every part of the country](#).

The sheer scale of the climate crisis leaves no shortage of available work in the task of greening the economy, from heat pump installers to solar panel technicians. But, if this transition is to be just and to build an economy that works for all, these must also be good, secure jobs. Jobs in the public sector should serve as shining examples of good working practice, with: good wages and the living wage as a bare minimum; permanent, secure contracts that recognise and encourage the right to unionise; a maximum pay ratio of 20:1; increased inclusivity by facilitating flexible working arrangements and maintaining gender and race audits. Where jobs are created through the private sector, public contracts should be conditional on suppliers meeting the above requirements.

2. Care Work as Green work

Of the 3 million people in jobs at high-risk of COVID-19, 77% are women and a third are [low paid](#). 61% of health workers who have died as a result of COVID-19 are [BAME](#). COVID-19 has underlined the degree to which society relies on caring professionals like nurses and teachers, yet it has also revealed an unequal economy. Care work already plays a foundational role in [tsociety](#), but we must increase the number and quality of these caring jobs. Not only is this work essential, but it is intrinsically less environmentally impactful than most other work. As such, investment in care jobs should be central to a green recovery: care jobs are green jobs. This should include:

- A 10% pay rise for [nurses](#), health & social care staff and teachers and an end to zero-hours contracts
- Granting free tuition for student nurses and student teachers in order to solve chronic [understaffing](#)

- Creating a [National Care Service](#) to provide free, compassionate, community-focused care
- Requiring employers to devise and implement plans to eradicate the [gender pay gap](#) and pay inequalities underpinned by race and/or disability – or face fines.

3. Green Apprenticeship Guarantee for under-25s

The unemployment rate for 18–24 year-olds is [predicted](#) to reach 27% by the second quarter of 2020. Therefore, to prevent a long-term [scarring](#) to young peoples' careers, all under-25s should be guaranteed a career-track apprenticeship. This will allow us to rapidly scale up investment in the [underfunded FE system](#) and build capacity for a just transition. Pay should match or exceed the [real living wage](#) and, unlike the [existing apprenticeship framework](#), meaningful training, work and [choice](#) should be central. This guarantee should include lifelong access to continuing education and reskilling.

4. Green retraining Guarantee for over-25s who lose their jobs

The short-term crisis of mass unemployment and the long-term transformation of the economy require a comprehensive response. Therefore, those who lose their jobs should be guaranteed a retraining programme to transition into a good green job via a newly-established Office for Green Skills. This should include a stipend of at least 80% of their previous income. This training should be provided regardless of prior qualifications, and should be adapted to the needs of adults' retraining.