

SDGNOTE



International
Labour
Organization



GREEN JOBS

The 2030 Agenda embraces the three dimensions of sustainability – economic, social and environmental – in an integrated and interconnected manner. It contains 17 Sustainable Development Goals (SDGs) that will build on the progress achieved under the Millennium Development Goals. The 2030 Agenda for Sustainable Development puts people and the planet at its centre and gives the international community the impetus it needs to work together to tackle the formidable challenges confronting humanity, including those in the world of work.

The ILO DW for SDGs Notes Series

At a special UN summit in September 2015 world leaders adopted a new vision for global development: “Transforming our world: The 2030 Agenda for Sustainable Development”.



With the Agenda 2030 the global community has recognized that decent work is both a means and an end to achieve sustainable development. Consequently, the Decent Work Agenda – an integrated policy framework in and of itself – features prominently across the SDGs and Agenda 2030.

The 2030 Agenda calls for integrated and transformative policies to tackle development challenges. The promotion of more and better jobs is a central element that cuts across many of the Sustainable Development Goals with SDG 8 at its core.

The Director-General has stressed that Agenda 2030 is a major responsibility, opportunity, and at the same time, a challenge for the ILO. It thus requires a new way of working across the Office and a new way of communicating about Decent Work.

The DW for SDGs Notes series is one building block in this process. It aims to provide a thematic decent work perspective on the SDG framework for ILO officials engaging in SDG discussions with constituents, UN counterparts, as well as development partners. SDG notes are envisaged for all Programme and Budget (P&B) outcomes. These more detailed notes are complemented by short leaflets on communication and advocacy prepared for external distribution.

The DW for SDGs Notes should be used in conjunction with the ILO Implementation Plan for the 2030 Agenda for Sustainable Development.

The present document is an SDG Note on "Green Jobs" focusing mainly on SDGs 1,4,7,8 and 12 and related indicators.¹

1- The Global Indicator Framework developed by the Inter-Agency and Expert Group on SDG Indicators (IAEG-SDGs) to monitor progress on 169 targets of the SDGs was agreed upon by General Assembly in July 2017. The framework has 232 indicators and each indicator has been assigned to one or several organizations to coordinate efforts around collection and reporting of national data. These indicators are classified into three tiers depending on the availability of data and internationally agreed measurement methodology. The global indicators can be found [here](#). The list of custodian agencies [here](#).

1- THE 2030 AGENDA FOR SUSTAINABLE DEVELOPMENT AND THE TRANSITION TOWARDS ENVIRONMENTALLY SUSTAINABLE ECONOMIES AND SOCIETIES FOR ALL

"Sustainable development is development that meets the needs of the present without compromising the ability of future generations to meet their own needs²

1.1 How do green jobs contribute to the SDGs?

Sustainable development³ is only possible with the active engagement of the world of work. The actors of the world of work – governments, employers and workers – can be agents of change, able to develop new ways of working that safeguard the environment for present and future generations, eradicate poverty and promote social justice by fostering sustainable enterprises and creating decent work for all.

Greening and "climate-proofing" the economy will involve large-scale investments in new technologies, equipment, buildings and infrastructure and will have significant impacts on the world of work. Major opportunities will arise for job creation and skills development, improvements in job quality and incomes, as well as advances in equity and social inclusion. These benefits are not automatic but contingent on the right policies. These policies need to recognize the interrelationship between environmental sustainability, decent work and gender equality.

If properly managed and adopted by consensus, transitions to low-carbon, environmentally and socially sustainable economies can become a strong driver of job creation, job upgrading, social justice and poverty eradication.

SDG 1: Building the climate resilience of the poor and vulnerable is urgently necessary, to reduce the socio-economic impact of climate change. Poor communities have a low capacity to cope with sudden climate disasters such as typhoons and hurricanes or the more gradual effects of climate change such as droughts, sea level rise and changing weather patterns. These effects of climate change can cause catastrophic damages to public and private assets, as well as to infrastructure. They can also disrupt business operations, displace workers and negatively impact working conditions, occupational health and safety and labour productivity⁴, while threatening lives, homes and social stability. SDG target 1.5 aims to address this. Adequate social protection systems will be an important component of adaptation to climate change and the ILO is working to enhance its action in this area. The ILO has developed and successfully implemented intervention models that combine disaster response, emergency employment programmes with social protection and occupational health and safety. These models also include climate-related insurance, new skills development and local resource-based reconstruction methods that enable workers and communities rebuild better, greener and in a more sustainable way. In this regard, SDG 1.3 calls for the establishment of adequate social protection systems.

2- G. H. Brundtland: World Commission on Environment and Development. Our common future (Oxford, Oxford University Press, 1987).

3- The term sustainable development was coined in the paper Our Common Future, released by the Brundtland Commission. Sustainable development is a development that meets the needs of the present without comprising the ability of future generations to meet their own needs. The two key concepts of sustainable development are: (1) the concepts of "needs", in particular the needs of the world's poorest people, which should be given overriding priority; and (2) the idea of limitations which is imposed by the state of technology and social organization with regard to the environment's ability to meet both present and future needs.

4-Please watch our short video on the effects of climate change and the world of work, available at: http://www.ilo.ch/global/about-the-ilo/multimedia/video/video-news-releases/WCMS_375212



SDG 1 End poverty in all its forms everywhere

- **1.3. Implement nationally appropriate social protection systems and measures for all, including floors, and by 2030 achieve substantial coverage of the poor and the vulnerable**
- **1.5 By 2030, build the resilience of the poor and those in vulnerable situations and reduce their exposure and vulnerability to climate-related extreme events and other economic, social and environmental shocks and disasters**

Indicator 1.3.1.: Proportion of population covered by social protection floors systems, by sex, distinguishing children, unemployed persons, older persons, persons with disabilities, pregnant women, new-borns, work-injury victims and the poor and the vulnerable

(See also Indicator 8.b.1.: Existence of a developed and operationalized national strategy for youth employment, as a distinct strategy or as part of a national employment strategy

Indicator 1.5.1.: Number of deaths, missing persons and persons affected by disaster per 100,000 people

Indicator 1.5.2.: Direct disaster economic loss in relation to global gross domestic product

SDG 4: Skill shortages are a major barrier to the advancement of climate change adaptation and mitigation strategies but also a major opportunity to advance productive employment.

Both the workforce and enterprises need new or upgraded skill sets and business practices in order to green working methods and build societies that are more climate resilient. In order to achieve sustainable development and climate goals it is necessary to identify skill needs, develop skills provision plans and provide opportunities through training and other means for workers to gain or upgrade technical as well as vocational and entrepreneurial skills for green jobs and enterprises. Developing new skills for green jobs can be integrated into efforts to achieve SDG 4.



SDG 4 Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all

- **4.7 By 2030, ensure that all learners acquire the knowledge and skills needed to promote sustainable development, including, among others, through education for sustainable development and sustainable lifestyles, human rights, gender equality, promotion of a culture of peace and non-violence, global citizenship and appreciation of cultural diversity and of culture's contribution to sustainable development.**

Indicator 4.7.1.: Extent to which (i) global citizenship education and (ii) education for sustainable development, including gender equality and human rights, are mainstreamed at all levels in: (a) national education policies, (b) curricula, (c) teacher education and (d) student assessment

SDG 7: Access to clean energy is critical for development processes, productive employment, the eradication of poverty and helping to provide basic human needs.

Access to clean and affordable energy is a powerful way to overcome social exclusion, provide new economic opportunity for workers and businesses, and reduce reliance on carbon-intensive energy sources. At present, 1.3 billion people lack access to electricity. Poor households spend a much higher proportion of their income on energy and energy-related goods such as food and are less able to reduce this expenditure when prices rise. SDG 7 aims to address this; and the potential to create green jobs in this sector is high.



SDG 7 Ensure universal access to affordable, reliable, sustainable and modern energy for all

- **7.1 By 2030, ensure universal access to affordable, reliable and modern energy services.**
- **7.2 By 2030, increase substantially the share of renewable energy in the global energy mix.**

Indicator 7.1.1.: Proportion of population with access to electricity

Indicator 7.1.2.: Proportion of population with primary reliance on clean fuels and technology

Indicator 7.2.1.: Renewable energy share in the total final energy consumption.





SDG 8: The transition to a low-carbon, environmentally sustainable economy can lead to more and better work opportunities. The ILO has welcomed the commitment by 195 countries at COP21 in Paris, to combat climate change and pave the way to a low-carbon and sustainable future. The Paris Agreement highlights in particular “the imperative of a just transition of the workforce and the creation of decent work and quality jobs in accordance with nationally defined development priorities.”

According to the ILO/UNEP/ITUC/IOE 2012 report “Working towards sustainable development” studies indicate employment gains in the order of 0.5–2 per cent, which would translate into 15–60 million additional jobs globally.

The redesign of the labour market environment offers opportunities to address pre-existing employment challenges for women and create decent work opportunities for all, including for youth and also people who live in rural areas. Governments can support enterprises by combining policy instruments such as market-based instruments, regulations, public investment, procurement policies and awareness-raising. At the same time they can create an enabling environment which promotes the adoption of green workplace practices, investments in new green products and services, as well as job creation.



SDG 8 Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all

- **8.3 Promote development-oriented policies that support productive activities, technological upgrading and innovation, including through a focus on high-value added and labour-intensive sectors**
- **8.4: Improve progressively, through 2030, global resource efficiency in consumption and production and endeavour to decouple economic growth from environmental degradation, in accordance with the 10-Year Framework of Programmes on Sustainable Consumption and Production, with developed countries taking the lead**
- **8.5 By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value**
- **8.9 By 2030, devise and implement policies to promote sustainable tourism that creates jobs and promotes local culture and products**

Indicator 8.3.1.: Proportion of informal employment in non-agriculture employment, by sex

Indicator 8.4.2.: Domestic material consumption, domestic material consumption per capita, and domestic material consumption per GDP

Indicator 8.5.1.: Average hourly earnings of female and male employees, by occupation, age and persons with disabilities

Indicator 8.5.2.: Unemployment rate, by sex, age, and persons with disabilities

Indicator 8.9.2.: Number of jobs in tourism industries as a proportion of total jobs and growth rate of jobs, by sex

SDG 12: The ILO works towards environmentally sustainable social and economic development. The promotion of green jobs is a powerful way to combine social and environmental development, setting economies on a reinforcing win-win trajectory. By generating decent employment and ensuring that such employment has a reduced environmental impact and an increased ability to cope with the challenges of climate change and scarce resources, social as well as environmental goals can be met. To do so, the Green Jobs Programme follows two main strategies. On one hand, it addresses the employment and social dimension of environmental policies to ensure decent work for present and future generations; and on the other, it mainstreams environmental concerns into the world of work in order to change consumption and production patterns. This latter aspect is taken up in SDG 12.

SDG 12 Ensure sustainable consumption and production patterns

- **12.1 Implement the 10-Year Framework of Programmes on Sustainable Consumption and Production Patterns, all countries taking action, with developed countries taking the lead, taking into account the development and capabilities of developing countries**
- **12.2 By 2030, achieve the sustainable management and efficient use of natural resources**
- **12.5 By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse**

Indicator 12.1.1.: Number of countries with sustainable consumption and production (SCP) national action plans or SCP mainstreamed as a priority or target into national policies

Indicator 12.2.1.: Domestic material consumption, domestic material consumption per capita, domestic material consumption per GDP

Indicator 12.5.1.: National recycling rate, tons of material recycled

SDG 5, 6, 12, 13, 15, and 17: Other SDG goals and targets also relate closely to green jobs: Gender equality and non-discrimination (SDG 5), water and sanitation (SDG 6), occupational safety and health (SDG 12), climate action (SDG 13), forest management (SDG 15) and policy coherence, finance and coordination (SDG 17).

> For more information see *SDG briefs on Social Protection, Gender Equality and non-Discrimination (SDG 5), and National Employment Policies (SDG 8)*.

2- WHAT IS THE ILO'S APPROACH?

2.1 Relevant International Labour Standards

The 2013 ILC Conclusions (see section 2.2) underlined the relevance of the following labour standards and resolutions for a just transition to environmentally sustainable economies and societies for all:

- **All eight Conventions on fundamental principles and rights at work⁵**
- **All four governance Conventions⁶**
- Social Security (Minimum Standards) Convention, 1952 ([No. 102](#))
- Social Policy (Basic Aims and Standards) Convention, 1962 ([No. 117](#))
- Paid Educational Leave Convention, 1974 ([No. 140](#))
- Human Resources Development Convention, 1975 ([No. 142](#))
- Working Environment (Air Pollution, Noise and Vibration) Convention, 1977 ([No. 148](#))
- Labour Administration Convention, 1978 ([No. 150](#))
- Labour Relations (Public Service) Convention, 1978 ([No. 151](#))
- Collective Bargaining Convention, 1981 ([No. 154](#))
- Occupational Safety and Health Convention, 1981 ([No. 155](#))
- Occupational Health Services Convention, 1985 ([No. 161](#))
- Chemicals Convention, 1990 ([No. 170](#))
- Prevention of Major Industrial Accidents Convention, 1993 ([No. 174](#))
- Promotional Framework for Occupational Safety and Health Convention, 2006 ([No. 187](#))

5- Forced Labour Convention, 1930 ([No. 29](#)); Freedom of Association and Protection of the Right to Organise Convention, 1948 ([No. 87](#)); Right to Organise and Collective Bargaining Convention, 1949 ([No. 98](#)); Equal Remuneration Convention, 1951 ([No. 100](#)); Abolition of Forced Labour Convention, 1957 ([No. 105](#)); Discrimination (Employment and Occupation) Convention, 1958 ([No. 111](#)); Minimum Age Convention, 1973 ([No. 138](#)); Worst Forms of Child Labour Convention, 1999 ([No. 182](#)).

6- Labour Inspection Convention, 1947 ([No. 81](#)); Employment Policy Convention, 1964 ([No. 122](#)); Labour Inspection (Agriculture) Convention, 1969 ([No. 129](#)) and Tripartite Consultation (International Labour Standards) Convention, 1976 ([No. 144](#)).



2.2 International Labour Conference discussions and results

The greening of economies presents many opportunities to achieve social objectives: it has the potential to be a new engine of growth, both in advanced and developing economies, and a net generator of decent green jobs that can contribute significantly to poverty eradication and social inclusion. The greening of economies will enhance our ability to manage natural resources sustainably, increase energy efficiency and reduce waste, while addressing inequalities and enhancing resilience. The greening of jobs and the promotion of green jobs, both in traditional and emerging sectors, will foster a competitive, low-carbon, environmentally sustainable economy and patterns of sustainable consumption and production, and contribute to the fight against climate change (2013 ILC Conclusions).

At the 102nd session of the International Labour Conference (2013) a tripartite Committee discussed the best ways to achieve sustainable development, decent work and green jobs. A set of conclusions was subsequently adopted that defined the ILO's key guiding principles towards these goals and the overall greening of the economy.

The Conclusions call for country-specific mixes of macroeconomic, industrial, sectoral and labour policies, created in collaboration with social partners. They emphasize the importance of policies that promote gender equality in the workforce and social protection for job losses and displacement. They also cover the need for education, training and skills development portfolios, and an enabling environment for micro, small and medium-sized enterprises (MSMEs) to develop.

At the Conference, the ILO's Director-General committed to a set of Centenary Initiatives including the **Green Initiative**, which focuses on the practical application of the decent work dimensions with regard to the transition to a low-carbon, sustainable development path. The Green Centenary Initiative should be aligned with the 2030 Agenda as well as the Outcome Agreement of the 21st annual Conference of Parties to the United Nations Framework on Climate Change (COP21).

2.3 Guidelines for a just transition towards environmentally sustainable economies and societies for all

In November 2015, at the 325th session of the Governing Body, the ILO adopted the Guidelines for a just transition towards environmentally sustainable economies and societies for all, which aim to support the practical implementation of the Conclusions adopted at the 2013 ILC. Based on evidence and lessons learned from country-level policies and sectoral strategies geared towards environmental sustainability, greening enterprises, social inclusion, gender equity and the promotion of green jobs, the Guidelines include nine key policy areas and institutional arrangements. There are particular guidelines for the role of governments and employers' and workers' organizations, as well as for the International Labour Office in relation to research, engagement at different levels, and capacity building.

Please see the FAQ section of this document for more information on the just transition policy framework.

2.4 Key areas of work

The ILO's **Green Jobs Programme**, ENTERPRISE Department:

- provides evidence-based policy advice using macro-economic models to assess the impacts of economic and environmental policies on employment and social outcomes for the formulation and implementation of effective national or sectoral policies that create green jobs, foster social inclusion and improve sustainability.
- builds capacity by providing stakeholders with opportunities to learn about key green jobs concepts, suitable approaches, existing tools and best practices;
- focuses on enterprise and skills development for technical skills, environmental sector employment, green business start-ups, greening enterprises and sectoral interventions in construction, waste, energy, tourism, forestry and agriculture, among others;
- works towards building a broader knowledge base by promoting and participating in leading global policy research and knowledge networks; and
- advocates for the integration of decent work and climate agendas by engaging in dialogues and key negotiation processes.

Outcome 4 of the 2016-17 Programme and Budget on "Promoting sustainable enterprises" defines the ILO's approach in easing the transition to a low-carbon economy. An enabling environment is identified as key to the creation and development of sustainable enterprises. The creation of such an environment hinges upon a well-defined and well-articulated set of policies that span the fields of education, finance, labour markets, legal and property rights, technology and infrastructure, among others. For potential and existing entrepreneurs regulatory reform is indispensable, as well as improved management and labour management alongside expanded business support services. This will allow for the improvement of the economic, social and environmental performance of sustainable enterprises, boost productivity, improve working conditions and facilitate the swift transition to cleaner production patterns. The ILO will provide policy advisory services and financial support to assist enterprises including start-ups and micro and small firms to become more sustainable. In addition, development cooperation programmes will be undertaken to strengthen training institutions, as well as to further research linkages between growth and sustainability.

2.5 The role of the International Training Centre

The Sustainable Development Programme of the International Training Centre of the ILO (ITCILO) in Turin, Italy, offers a wide range of training courses on green jobs, including the Global Academy on the Green Economy, e-learning courses on green jobs for sustainable development ("Green Jobs for Sustainable Development: Concepts and Practice," offered in English and Spanish), and a blended course on "Promoting green jobs in the transition to low-carbon economies", focusing on climate change and the world of work. Upon request, the ITCILO also offers training courses for dedicated audiences and on selected economic sectors, such as: "Greening economies, enterprises and jobs: The role of Employers' Organizations in the promotion of environmentally sustainable enterprises", "Green jobs in waste management", and "Green jobs in natural resource management".

Besides its green jobs portfolio, the ITCILO Sustainable Development Programme coordinates a range of training courses on SDGs, for ILO constituents and other relevant stakeholders to analyse the link between decent work and sustainable development.

3- HOW CAN COUNTRIES RESPOND EFFECTIVELY?

How to build resilience of the poor to reduce vulnerability to economic, social and environmental shocks and disasters (SDG 1.5)?

- By reframing national economic policies and development plans around decent job creation and sustainability in order to generate new jobs, promote clean technologies, provide opportunities for workers to build corresponding skill sets, and reduce environmental risks and poverty. The UN interagency Partnership for Action on a Green Economy "PAGE" (UNEP, ILO, UNIDO, UNDP and UNITAR) helps countries reorient investments and policies with a view to creating a new generation of assets such as resource efficient infrastructures, well-functioning ecosystems and green skilled labour (for more information please see section 3.4).
- By mainstreaming climate risk reduction and adaptation measures in key development, planning and regulatory processes, including Decent Work Country Programmes, as well as building the capacity of key national agencies, local governments and communities to undertake climate resilient development.
- Through employment-focused disaster relief programmes that provide much-needed immediate income as well as guaranteed minimum wage, health insurance, social security protection and skills development opportunities. Working with national ministries and local partners, the ILO assists countries to implement emergency employment programmes that create temporary jobs for the women and men whose lives and livelihoods have been destroyed by climate disasters. Affected communities are helped to build back "better and greener" using more sustainable and climate resilient building techniques and materials.
- Through the design and implementation of rights-based migration schemes and policy frameworks based on comprehensive research, knowledge building and well-functioning management procedures.
- By creating financial safety nets for male and female agricultural workers affected by climate disasters and by helping farmers diversify their livelihood base and reduce their risk of exposure.

How to develop skills for a greener economy (SDG 4.7)?

The availability of workers and enterprises possessing the right skills for green jobs plays a critical role in green transformations and sustainable development. Employers investing in new technologies need to be able to find workers who have the right skills to install, operate and maintain these technologies. Workers and communities that lose jobs in traditional industries need opportunities to acquire new skills and employment. Countries can help to develop skills for a greener economy by:

- identifying skill gaps and anticipating and monitoring changing skills needs;
- designing and implementing coordinated environmental and skills policies in collaboration with workers' and employers' organizations and other stakeholders;
- providing education and training opportunities for male and female workers and enterprises to acquire technical and vocational skills for employment in new environmental sectors; skills for green entrepreneurship; skills for greening enterprises; skills for greening daily work practices; and knowledge and skills for sustainable livelihoods; and
- integrating sustainable development and environmental awareness into education and training at all levels.

> See *SDG briefs on Skills for employment and National Employment Policies*.

How to improve access to renewable energy (SDG 7.1 and 7.2)?

- By training workers to install, operate and maintain renewable energy generation and distribution systems. For example, in Bangladesh the ILO taught rural women how to install and operate solar home energy systems (SHS), and how to create and run a SHS business based on their newly acquired skills. This particularly successful initiative provided employment and income opportunities for the under-employed, unemployed and those doubly-disadvantaged such as women in rural areas, while improving living standards for rural communities and facilitating low-carbon development through promoting renewable energy.
- Through the cooperative model, which has been shown to contribute to achieving goals related to clean energy production and energy access by promoting access and affordable renewable energy for all community members in developing countries.

> See *Providing clean energy and energy access through cooperatives (ILO 2013)*.

http://www.ilo.org/global/topics/green-jobs/publications/WCMS_233199/lang--en/index.htm

> See *Promoting green jobs in Bangladesh: Women Solar Technicians and Entrepreneurs (ILO 2013)*.

http://www.ilo.org/global/topics/green-jobs/publications/WCMS_216960/lang--en/index.htm

> See *Bangladesh: Lighting the way to a greener World of Work (ILO 2012)*

http://www.ilo.org/global/about-the-ilo/newsroom/features/WCMS_183892/lang--en/index.htm

How to green enterprises and promote green entrepreneurship (SDG 8.3 and 8.5)?

Greening enterprises and entrepreneurship requires the promotion of green start-ups to green and diversify economies. The continual process of improving material and energy efficiency and reducing or eliminating waste and pollution resulting from business practices is also essential. The ILO promotes a people-centred approach to support countries in greening enterprises with a strong emphasis on skills development, improved working conditions, occupational safety and health, social dialogue between operational staff and management, and sectoral knowledge sharing. The Green Start and Improve Your Business (Green - SIYB) Programme offers concrete tools on how to promote green entrepreneurship such as in green construction, renewable energy, eco-tourism and waste management.

> See *SDG briefs on National Employment Policies and Gender Equality*.

How to ensure sustainable consumption through improved waste management and recycling systems (SDG 12.2 and 12.5)?

The WARM (Work Adjustment for Recycling and Managing Waste) training manual outlines how to improve the safety, health and efficiency of waste collection work. The manual, born from the joint effort of the people in Fiji, ILO's Green Jobs Initiatives and JICA's initiatives to promote 3R waste management (reduce, reuse and recycle), promotes practical collaborative actions between waste collectors and the community for establishing safety and efficient waste collection systems. It fully applies ILO's participatory training approaches to ensure sustainable consumption through improved waste management and recycling systems.





3.2 Added value through engagement with tripartite constituents

An effective global response to climate change has to take into account national and regional specificities, considering that climate impacts and related policy responses are driven by geographic, social and economic factors. In recognition of these context specific determinants, the COP 21 Paris Agreement on climate change calls for countries to take into account the imperatives of a just transition of the workforce and the creation of decent work and quality jobs in accordance with nationally defined development priorities.

ILO research shows that policies relating to environmental and sustainable development – when discussed and implemented with the participation and agreement of social partners, the government, and civil society actors – are better informed, easier to implement, and more beneficial for workers, businesses of all sizes, and a larger proportion of the society. It is thus found that social dialogue enables consensus, partnership-building and an effective implementation of governmental policies. By designing and making available appropriate research methodologies and analytical tools, the ILO can help constituents define appropriate climate change policy responses with the greatest dividend for sustainable growth, job creation and social inclusion as countries build their Nationally Determined Contribution plans on Climate Change into their 2030 Strategies.

At national level, governments should be able to establish a strategy for sustainable development and social dialogue. Assessment of both positive and negative impacts of a green transition on labour and employment should be carried out and a system of inclusive decision-making promoted, while ensuring the independence of social partners, and carrying out tailored capacity-building programmes to enhance social partners' participation in environmental debates.

> See also *Social Dialogue for Sustainable Development: A selection of national and regional experiences (ILO 2012)*. http://www.ilo.org/global/topics/green-jobs/publications/WCMS_176786/lang--en/index.htm

3.3 ILO Country-level assistance

The following case studies provide examples of how the ILO has supported and engaged with constituents to realize green jobs objectives:

UN Green Jobs Programme: Enhancing competitiveness and sustainable business among micro, small and medium enterprises in the building construction industry (ZAM/13/01/FIN, US \$12,100,791)

This ILO-led ONE UN programme, implemented jointly with UNCTAD, ITC and FAO, supports Zambia's transition to a greener economy through private sector development and job creation in the emerging green construction market. The programme focuses on achieving: (1) increased appreciation of green building principles in the Zambian public at large, and building industry stakeholders in particular; (2) a refined industry-specific regulatory framework that stimulates demand among private and public housing developers for environmentally friendly building materials, products and methods; and (3) enhanced capacity for MSMEs to effectively participate in the building construction and green building products and services market. The programme is aligned with the country's national development vision and two outcomes of the UNDAF.

Fortalecimiento de sistemas integrados de Formación, Orientación e Inserción Laboral (FOIL) (RLA/09/07/SPA)

Through the FOIL programme, the ILO has been providing technical support to the regional network of technical and vocational education and training (TVET) institutions in Central America and the Dominican Republic. The network aims to standardize and improve TVET programmes, to facilitate labour insertion in the green economy especially for marginalized groups. Since 2010, the project has been focusing on the promotion of green jobs. To date, learning standards and curricula for eight green occupations have been developed and included in the vocational training portfolio of all countries.

3.4 Working within the United Nations system and partners

Through the **Partnership for Action on a Green Economy (PAGE)**, the ILO supports nations and regions in reframing economic policies and practices around sustainability in order to foster economic growth, create income and jobs, reduce poverty and inequality, and strengthen the ecological foundations of their economies. PAGE is a direct response to the Rio+20 Declaration, The Future We Want, which called upon the United Nations System and the international community to provide assistance to countries in developing, adopting and implementing sustainable development policies and strategies. Bringing together the expertise of five UN agencies – UNEP, ILO, UNIDO, UNDP and UNITAR – and working closely with national governments, PAGE offers a comprehensive and coordinated package of technical assistance and capacity-building services.

The **Green Jobs Assessment Institutions Network (GAIN)** is an ILO led network of research institutions and experts. The objective is twofold. First, it works towards building the capacity of policymakers to build employment projection models for policy analysis so as to conduct national green jobs assessment. Secondly, it undertakes green jobs assessments and builds scenarios in order to gain information about the social, economic and employment implications of greening policies, including how to maximize employment gains and create social safeguards where needed. The ILO Green Jobs Programme serves as the Secretariat of the GAIN network. It has developed a Green Jobs Assessment Training Package to serve as a hands-on manual for relevant policymakers and researchers to strengthen and enhance national capacity for green jobs assessments.

The **One UN Climate Change Learning Partnership (UNCC: Learn)** is a collaborative initiative involving 34 multilateral organizations including the ILO, which supports countries in designing and implementing country-driven, results-oriented and sustainable learning to address climate change. The initiative was launched at the 2009 Copenhagen Climate Change Summit.

The ILO is a member of the **Green Growth Knowledge Sharing Platform (GGKP)**, a global network of international organizations and experts that identifies and addresses major knowledge gaps in green growth theory and practice. By encouraging widespread collaboration and world-class research, the GGKP offers practitioners and policymakers the policy guidance, good practices, tools, and data necessary to support the transition to environmentally sustainable economies and societies. The ILO contributes to the GGKP as one of 30 knowledge partners and is also a member of the Green Growth Working Group of the Donor Committee for Enterprise Development (DCED). The committee advocates for inclusive green-growth strategies in private-sector development through knowledge sharing and policy advice for environmentally friendly growth.



? **WHAT IS A GREEN JOB?**

Green jobs are decent jobs that produce goods, provide services or make production processes more energy and resource efficient and less polluting. Green jobs exist and can be created in traditional sectors, such as manufacturing and construction or in new sectors, such as renewable energy and energy efficiency. Green jobs help to:

- improve energy and material efficiency;
- limit greenhouse gas emissions;
- minimize waste and pollution;
- protect and restore ecosystems; and
- enable enterprises and communities to adapt to the effects of climate change.

? **WHAT IS A “JUST TRANSITION”?**

A just transition creates decent work opportunities for all and ensures that social protection exists where needed. It also includes mechanisms for social dialogue from the private sector and workers' unions throughout policymaking processes at all levels. A just transition has a country-specific mix of:

- employment-centred macroeconomic and growth policies;
- environmental regulations in targeted industries and sectors;
- creation of an enabling environment for sustainable and greener enterprises;
- social protection policies to enhance resilience and safeguard male and female workers from the negative impacts of climate change, economic restructuring and resource constraints;
- labour market policies that actively pursue job creation, limit job losses and ensure that adjustments related to greening policies are well-managed;
- occupational safety and health policies to protect workers from occupational hazards and risks;
- skills development to ensure adequate skills at all levels to promote the greening of economy;
- the establishment of mechanisms for social dialogue throughout policymaking processes at all levels; and
- policy coherence and institutional arrangements for the mainstreaming of sustainable development and ensuring stakeholder dialogue and coordination between policy fields.

? **WHAT IMPLICATIONS WILL THE TRANSITION TOWARDS ENVIRONMENTALLY SUSTAINABLE ECONOMIES AND SOCIETIES HAVE ON EMPLOYMENT?**

- Jobs will be created in new emerging green sectors such as renewable energies, where the demand for goods and services is expanding.
- Jobs will be eliminated without direct replacement, for example, through banning or discouraging the use of a particular processing methods or resource (especially in energy-intensive and polluting industries).
- Jobs will be substituted as a consequence of industrial transformation (for example jobs in waste incineration plants will be substituted with jobs in recycling facilities).
- Jobs will be transformed and redefined as the skill profiles and working methods of, for example, tradespeople and architects change to become more environmentally friendly and energy efficient.

? DOES MY COUNTRY HAVE THE POTENTIAL TO CREATE GREEN JOBS?

Green jobs can be created in all countries at all levels of development. Generally speaking, industries with high potential for green job creation include:

- renewable energy;
- sustainable construction;
- sustainable agriculture;
- forestry; and
- greening enterprises.

? WHY IS GENDER EQUALITY IMPORTANT FOR THE TRANSITION TOWARDS ENVIRONMENTALLY SUSTAINABLE ECONOMIES AND SOCIETIES?

Women are important agents of change. They are key actors for environmental protection and sustainable development as they possess knowledge, capabilities, networks and influence to drive sustainable production and consumption and other market-feasible solutions. Studies conducted by The World Economic Forum (2013) reveal a strong correlation between a country's gender gap and its national competitiveness, income and development. The studies conclude that a nation's competitiveness in the long term depends significantly on whether and how it enables women to access the same rights, responsibilities and opportunities as men. Therefore, it makes economic sense to promote and mainstream gender equality in initiatives for sustainable development.

However, traditional structures that assign women and men to particular roles are reflected in the labour market. As a result, women are often limited in their choice of employment and are segregated into particular types of occupations that are vulnerable and insecure. Women are more likely than men to end up in jobs with low pay, low security and limited social mobility, and are often heavily represented in the informal economy, where exposure to risk of exploitation is greatest and there is the least formal protection.

The transition to environmentally sustainable economies and societies offers the potential to address existing gender inequalities in the labour market and access women's untapped potential to further sustainable and economic development. It provides a conceptual starting point for making women's contributions to society and the economy visible and an opportunity to revalue them. Policies and programmes that promote the gender dimension of environmental and social sustainability allow for targeted actions, creative solutions, increased flexibility, better environmental management, effective investment, enhanced cost-recovery, enhanced ownership, enhanced distribution of resources, enhanced empowerment and reduction of poverty.

The ILO supports the integration and mainstreaming of gender equality by broadening the agenda on sustainable development policy to include gender equality and non-discrimination as crucial components and by promoting specific gender policies to further promote equitable outcomes.





MORE INFORMATION

General reading

- 2015. [Decent Work, Green Jobs and the Sustainable Economy](#) (Geneva, ILO)
- 2015. [Decent Jobs in a Safe Climate - ILO Solutions for Climate Action](#) (Geneva, ILO)

Just Transition

- 2015. [Guidelines for a just transition towards environmentally sustainable economies and societies for all](#) (Geneva, ILO)
- [Climate change and labour: The need for a “just transition”](#) International Journal of Labour Research, 2010 Vol.2 Issue 2 (Geneva, ILO)
- [A just transition for all: Can the past inform the future?](#) International Journal of Labour Research 2014, Volume 6, Issue 2 (Geneva, ILO)

Gender

- 2015. [Gender Equality and Green Jobs Policy Brief](#) (Geneva, ILO)

Skills

- 2014. [Greening the Economies of Least Developed Countries: The Role of Skills and Training Policy Brief](#) (Geneva, ILO)
- 2011. [Skills for Green Jobs: A Global View](#) (Geneva, ILO), and [European Centre for the Development of Vocational Training \(CEDEFOP\)](#)

Access to Energy

- 2013. [Promoting Green Jobs in Bangladesh: Women Solar technicians and entrepreneurs](#) (Geneva, ILO)
- 2013. [Providing clean energy and energy access through cooperatives](#) (Geneva, ILO) Cooperatives Unit (COOP), Green Jobs Programme
- 2014. [Green jobs and renewable energy in Namibia: Low carbon, high employment](#) (Geneva, ILO)

Waste Management

- 2013. [Decent work in Waste Management. A Baseline Study on the Ward Contractor System in the City of Windhoek.](#) (Geneva, ILO)
- 2014. [Tackling informality in e-waste management: The potential of cooperative enterprises](#) (Geneva, ILO)
- 2012. [The Global impact of e-waste: Addressing the challenge](#) (Geneva, ILO)
- 2013. [Promoting green jobs through the inclusion of informal waste pickers in Chile](#) (Geneva, ILO)
- 2007. [Start Your Waste Recycling Business toolkit Business Manual](#) (Geneva, ILO)

Green entrepreneurship

- 2012. [Are you in search of a green biz idea? A resource Guide](#) (Geneva, ILO) & [Unleashing African Entrepreneurship](#)
- 2014. [Green entrepreneurship: Creating green jobs through sustainable enterprise development](#) (Geneva, ILO)
- 2013. [Promoting green entrepreneurship among young women and men in Kenya](#) (Geneva, ILO)
- 2015. [Job creation and MSME development through business linkages](#) (Zambia, United Nations - Green Jobs)
- 2015. [Strengthening green entrepreneurship through the promotion of sustainable enterprises](#) (Zambia, United Nations - Green Jobs)
- 2014. [Green entrepreneurship: Creating green jobs through sustainable development in Namibia](#) (Geneva, ILO)

Green policymaking

- 2014. [Green economy toolkit for policymakers.](#) London, [Partnership for Action on Green Economy \(PAGE\)](#)
- 2013. [Meeting skills needs for green jobs: Policy Recommendations](#) (Geneva, ILO) in collaboration with the members of the Inter-Agency Working Group on Greening Technical and Vocational Education and Training and Skills Development: OECD, UNESCO-UNEVOC, CEDEFOP, ETF, UNITAR

Occupational health and safety

- [Promoting occupational health and safety in the building construction sector in Zambia. 2013-2018](#) (Zambia, United Nations - Green Jobs)





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