



**Fifth item on the agenda:  
Sustainable development, decent work  
and green jobs**

**Report of the Committee on Sustainable  
Development, Decent Work and Green Jobs**

1. The Committee on Sustainable Development, Decent Work and Green Jobs (Committee on Sustainable Development) met for its first sitting on 5 June 2013. It was originally composed of 174 members (81 Government members, 32 Employer members and 61 Worker members). To achieve equality of voting strength, each Government member entitled to vote was allotted 1,952 votes, each Employer member 4,941 votes and each Worker member 2,592 votes. The composition of the Committee was modified five times during the session and the number of votes attributed to each member was adjusted accordingly.<sup>1</sup>
2. The Committee elected its Officers as follows:
  - Chairperson:* Mr A. M. Abdalhaleem Mohamad (Government member, Sudan) at its first sitting
  - Vice-Chairpersons:* Ms B. Cuthbert (Employer member, Jamaica) and Mr G. Martinez (Worker member, Argentina) at its first sitting
  - Reporter:* Ms S. O'Carroll (Government member, Ireland) at its fifth sitting

<sup>1</sup> The modifications were as follows:

- (a) 6 June: 214 members (103 Government members with 990 votes each, 45 Employer members with 2,266 votes each and 66 Worker members with 1,545 votes each);
- (b) 7 June: 225 members (105 Government members with 48 votes each, 48 Employer members with 105 votes each and 72 Worker members with 70 votes each);
- (c) 13 June: 226 members (109 Government members with 3,266 votes each, 46 Employer members with 7,739 votes each and 71 Worker members with 5,014 votes each);
- (d) 14 June: 225 members (109 Government members with 3,195 votes each, 45 Employer members with 7,739 votes each and 71 Worker members with 4,905 votes each); and
- (e) 17 June: 225 members (109 Government members with 3,195 votes each, 45 Employer members with 7,739 votes each and 71 Worker members with 4,905 votes each).

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3. At its fifth sitting, the Committee appointed a Drafting Group to prepare and submit a set of draft Conclusions for its review, composed of the following members:

*Government members:* Mr Abdulrahman Almarzooqi (United Arab Emirates), Ms Kristin Lipke Sparding (United States), Mr André Misi (Brazil), Ms Cecilia Mulindetu (Zambia), Mr Joseph Ndziga Obama (Cameroon), Ms Siobhan O'Carroll (Ireland), Mr Roman Seidl (Czech Republic), Ms Asha Sharma (Australia)

*Employer members:* Ms Brenda Cuthbert (Jamaica), Mr Phil O'Reilly (New Zealand), Ms Carolina Castro (Argentina), Mr Kris de Meester (Belgium), Mr Clifford Henry (United States), Ms Vanessa Phala (South Africa), Mr Shaun Steven (India), Mr Fatih Tokatli (Turkey)

*Worker members:* Mr Gerardo Martinez (Argentina), Mr Thierry Dedieu (France), Mr Eugenio del Valle Rivas (Mexico), Ms Marie-Louise Knuppert (Denmark), Mr Gadzani Mhotsha (Botswana), Mr Hiranmay Pandya (India), Ms Bongwiwe Phili (South Africa), Mr Sébastien Storme (Belgium)

4. The Committee had before it Report V, entitled *Sustainable development, decent work and green jobs*, prepared by the International Labour Office (Office) for a general discussion of the fifth item on the agenda of the Conference.
5. The Committee held nine sittings.

## Introduction

6. In his opening statement, the Chairperson reminded the Committee that the issues to be discussed posed serious challenges for all countries and that it was the task of this Committee to find solutions from the perspective of decent work. Finding these solutions would not be easy, but based on social dialogue and a spirit of mutual understanding it would be possible.
7. The representative of the Secretary-General (Mr José Manuel Salazar-Xirinachs, Assistant Director-General for Policy) pointed out that the last Conference discussion on environmental issues was held 23 years ago and since then environmental sustainability and decent work had been recognized as major challenges for the world of work. Crucial elements of sustainable development had become central policy challenges at the national and global levels and for governments, business, trade unions and citizens around the world. There were critical links and relationships between environmental and social challenges. There were issues such as the ongoing economic crisis and the urgent need to create jobs for youth which strongly interacted with environmental sustainability challenges at the company level, the national level and the global level.
8. Environmental sustainability and decent work had emerged as defining challenges in numerous national and global initiatives. He emphasized the timeliness of this ILC discussion coming at the critical moment of the shaping of a post-2015 international development framework and sustainable development goals. The Office report showed the links between environmental sustainability and the quantity and quality of jobs and labour market institutions and performance. It reviewed evidence concerning these issues and their interaction, it illustrated virtuous and vicious circles and looked at gender dimensions.

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9. The deputy representative of the Secretary-General (Mr Peter Poschen, Director of the Enterprises Department) outlined the structure of the Office report: it compiled knowledge, clarified concepts like that of green jobs, documented numerous experiences and drew some preliminary conclusions for policy. Business as usual was unsustainable both for the environment and the labour market. Environmental sustainability could be a driver of economic growth, jobs and livelihoods. Green jobs would play a critical role in the transformation but it was important to ensure that green jobs were also decent.
  10. The three opportunities posed by sustainable development were: (i) job creation; (ii) improving the quality of existing jobs; and (iii) advancing social inclusion, especially for women. The three challenges were: (i) the impact of economic restructuring on the labour market, and how to green existing enterprises, in particular SMEs; (ii) impacts of climate change disrupting production and destroying livelihoods; and (iii) the disproportionate impact of higher energy prices on the poor.
  11. The report presented a summary of policy lessons. Country-specific mixes of macroeconomic, sectoral, enterprise, social and labour market policies were needed. Policy measures had to be conducive to investment in a more sustainable economy. Skills shortage was a major constraint to transition. Occupational safety and health (OSH) should be taken into account from the onset. He stressed the role of social dialogue in bringing these changes.
  12. The Worker Vice-Chairperson observed that this was the first time social partners were sitting together in the ILO to discuss the potential impacts of climate change on humanity. Developed countries should significantly reduce their emission levels. Less developed countries should achieve the same level of development while controlling their emissions. Both transitions must take place simultaneously and could imply significant changes in production and consumption, as well as in employment patterns. The multiple crises facing the world showed that the current development model centred on markets and finance while neglecting the social, labour and environmental pillars needed to change.
  13. Consensus among the social partners at national level was the only conceivable way to advance politically towards a more sustainable model. The achievement of sustainable development implied also the achievement of decent work for all. Although climate change effects might not yet be felt at the workplace, they could result in serious threats for the collective well-being. To help workers facing those threats, unions should be part of a social dialogue based on freedom of association and collective bargaining, yet in many countries trade unions had not yet been recognized as social partners.
  14. A just transition required governments to fight climate change and, through research on adaptation, be forward thinking about how climate change, mitigation and adaptation policies will affect employment and incomes. They should adopt fiscal policies that guarantee both incentives in infrastructure development and a social protection floor together with professional training to help workers affected by the shift and facilitate their future employability. A just transition could not be guaranteed without financial support for developing countries.
  15. The Workers' group sought three concrete outcomes for the discussion: the identification of existing policy instruments for a just transition; identification of regulatory gaps; and the development of a new instrument to define the coherent policy mix for a just transition.
  16. The Employer Vice-Chairperson highlighted the International Organisation of Employers' (IOE) long-standing recognition that the employment and social impacts of climate change transformations should be analysed to the same extent as environmental and economic impacts. The constituents were called to add value to the international debate through a

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timely, open discussion and to avoid duplicating actions already carried out by other international organizations. The debate on green jobs, the revitalised sustainable development framework and the post-2015 development agenda needed careful analysis to ensure that the employment and social impacts were dealt with through the setting of realistic directions.

- 17.** An early agreement was needed on definitions, in order to provide conclusions that reflected actions rather than discussion. Business had long recognized sustainable development and corporate social responsibility as drivers of reputation, innovation, product development and stakeholder and employee engagement.
- 18.** The examples of “green” industrial policies provided in the report needed to be considered through the lens of business and not just governments. Employers’ organizations had long argued that government can reinforce sustainable development and decent work through the right mix of policy instruments. The required transitions would generate losses as well as gains for businesses and workers, however. In this regard, the Employer Vice-Chairperson underscored the importance of handling transitions well, with proper considerations of everyone’s needs and the resources available to member States, through the building of skills, science and technology capability, and the provision of space for capital formation, innovation and investments. Along with rights, all parties had responsibilities.
- 19.** The Employers did not see the need for normative action. The ILO had a critical role in the analysis of employment impact and related policies aiming at sustainable job creation and taking into account the trade-offs in a given country context.
- 20.** The Government member of Colombia, speaking on behalf of the Group of Latin American and Caribbean Countries (GRULAC) attending the Conference,<sup>2</sup> (hereinafter referred to as GRULAC), reaffirmed the importance of paragraph 147 on outcome document “The Future We Want” adopted at the United Nations Conference on Sustainable Development (UNCSD Rio +20), recognizing full and productive employment, decent work for all and social protection as a cornerstone of sustainable development. There was no “one-size-fits-all” approach; various strategies could be utilized based on national circumstances and priorities. The key was international cooperation, including through financial and technical assistance and transfer of technologies. Increased investments were needed to promote sustainable activities, including through professional training courses and innovations at the sectoral levels to allow workers access to formal jobs and better wages. Through the ILO green jobs programme, vocational training should be strengthened, particularly for the benefit of developing countries. Any discussion on the green economy in the context of sustainable development and poverty eradication had to be facilitated through social dialogue with the aim of promoting social inclusion and creating decent work opportunities.
- 21.** The Government member of Ireland, speaking on behalf of speaking on behalf of the European Union (EU) and the governments of its Member States attending the

<sup>2</sup> Argentina, Bahamas, Barbados, Bolivia (Plurinational State of), Brazil, Chile, Colombia, Costa Rica, Cuba, Dominican Republic, Ecuador, El Salvador, Guatemala, Honduras, Jamaica, Mexico, Nicaragua, Panama, Paraguay, Peru, Suriname, Trinidad and Tobago, Uruguay and Venezuela (Bolivarian Republic of).

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Conference,<sup>3</sup> as well as Croatia, The former Yugoslav Republic of Macedonia, Montenegro, Iceland, Serbia, Albania, Bosnia and Herzegovina, Ukraine, Armenia and Georgia, underscored that the general discussion should aim to focus on the ILO's core mandate and areas of expertise; identify policy priorities that translate into concrete action; feature best practices and knowledge sharing; clearly outline conclusions and future actions by the Office and constituents; and identify follow-up mechanisms for implementation. On substance, she stressed the need to enhance coherence and coordination with the post-2015/Millennium Development Goals (MDGs) process, ensuring that equal consideration was given to the three pillars of sustainable development – environmental, social and economic. Investments in human, social and environmental capital, as well as technological innovation were prerequisites for long-term competitiveness, economic prosperity, social cohesion, quality employment and better environmental protection. Decent work was the building block for ensuring this future and the green economy provided an important tool to achieve overall sustainable development. The greening of jobs was necessary across all sectors and would help foster competitiveness and a low-carbon, resource efficient and green economy, which would help combat climate change. The EU was committed to a just transition globally. She was encouraged by the examples of green economy processes already under way in developing countries in providing win-win opportunities that are also contributing to poverty eradication.

- 22.** The Government member of Canada recalled that multiple definitions of “green jobs” existed and therefore it should be the Committee’s role to come up with a mutual understanding of the concept. Canada found that the approach taken by United Nations Environment Programme (UNEP), the International Labour Organization (ILO), the International Trade Union Confederation (ITUC) and the International Organisation of Employers (IOE), in its 2008 report to be both practical and useful in addressing the three pillars of sustainable development and providing a clear link to sustainable enterprises. Sustainable development and green jobs must be defined in national contexts so that country-specific approaches and solutions could be developed. It could promote a sectoral approach to the greening of the economy, recognizing that green opportunities exist in all sectors. She underscored the importance of broad public engagement and the mobilization of all stakeholders, including government departments, employers’ and workers’ organizations, academics, NGOs and others in order to help overcome barriers to green growth. In view of the rapid technological change, skills development and lifelong learning was, therefore, a fundamental imperative for both young and adult workers to achieve economic and social prosperity. She emphasized that the economic downturn demonstrated the importance of having effective employment policies in place so that they can be adapted and enhanced to support the most vulnerable. Therefore, social and labour protections, active labour market programmes, workforce adjustment and employment services were critical. The ILO could advance the understanding of sustainable development and the creation of decent green jobs through strong research and analysis, the promotion of best practices, capacity building and training activities and strengthened international partnerships.
- 23.** The Government member of Trinidad and Tobago underlined the importance of the Committee’s work, particularly in bridging the two issues of sustainable development and decent work. It was important to sustain the momentum of the discussions and conclusions of the UNCSO Rio +20. She stressed the importance of the global discussion on employment and sustainable development for small island developing states, as climate

<sup>3</sup> Austria, Belgium, Bulgaria, Cyprus, Czech Republic, Denmark, Estonia, Finland, France, Germany, Greece, Hungary, Ireland, Italy, Latvia, Lithuania, Luxembourg, Malta, Netherlands, Poland, Portugal, Romania, Slovakia, Slovenia, Spain, Sweden and United Kingdom.

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change and natural disasters had great impacts on their economic and social development. The special consideration given in the report to the challenges faced by small and medium-sized enterprises (SMEs) was appreciated; however, her Government hoped that the challenges faced by micro-enterprises could also be considered as this was important for her country and the Caribbean more widely. Trinidad and Tobago had taken significant steps towards sustainable development and the creation of both green jobs and industries through a number of national policy frameworks, funds and programmes. Her Government recognized that there were challenges in making the transition to a more environmentally sustainable economy and had therefore adopted an approach which included the social partners and encouraged social dialogue. It had also diversified the economy into green sectors, like eco-tourism or renewable energy, and was greening traditional economic sectors like agriculture, fisheries and manufacturing.

- 24.** The Government member of Norway highlighted that a transition to a low-carbon, green economy was a necessity, but that this would neither be possible nor attractive unless it was built on the principles of a just transition, social dialogue, decent work and social protection. The primary concerns of many governments continued to be economic growth, employment and income, whilst environmental issues tended to be postponed. Nonetheless, it was essential to deal with these in an integrated fashion, which gave the ILO and its constituents a key role in the planning and implementation of sustainable economic policies. A key issue for the Committee would be to come up with constructive and concrete proposals on how to ensure decent work principles were included in all processes and strategies for sustainable development, green growth and environmentally sound economies. She proposed four key points for the Committee discussions: (i) linking the social, environmental and economic pillars of sustainable development in practical policies, while including efforts to secure jobs, incomes and social protection for workers; (ii) focusing discussions on skills, training and education in transformation processes, which would need the participation of the social partners and of robust social dialogue; (iii) focusing on greater coherence in both national and international systems and policies, with an important element at the global level being the context of the post-2015 and sustainable development goals processes and the possibility of a separate sustainable development goal on employment; and (iv) recognizing that ILO Conventions adequately covered the challenges to the world of work from a transition to a green economy, considering an action plan or guidelines that could bring together elements from existing Conventions that were most relevant to securing a just and inclusive transition. The ILO was called upon to increase its research into the links between the environment and the world of work.
- 25.** The Government member of Belgium expressed the hope that the Committee would come to a strong consensus on the issues under discussion. The Office report demonstrated that achieving environmental sustainability should be a priority for all ILO constituents. The potential impacts of a business as usual approach should encourage the Committee to find solutions and come to strong conclusions. The Government of Belgium had prioritized these issues during its Presidency of the European Union in 2010. A key issue for the Committee discussions was the quality of jobs that would result from a transition to an environmentally sustainable economy. Any transition should not lower the quality of jobs, and it was particularly important that employers recognized this and maintained the same criteria as for existing jobs. To ensure that green jobs were also decent, it was also necessary to support employers' and workers' organizations because social dialogue was essential in any transition towards a greener economy. She asserted that the ILO needed to make the voice of the world of work heard in the UNCSD Rio +20 discussions.
- 26.** The Government member of Cameroon acknowledged that the report gave a good basis for discussion of the green economy of the future. Unemployment, poverty and job precarity were characteristics of the African continent and green jobs were seen as a luxury by some.

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During the past decade, governments underwent structural reforms which included the creation of ministries of environment. These formed important structures for supporting sustainable development. A number of public and private programmes were launched to stop desertification and deforestation, create green jobs, including in rural areas to reduce use of fertilizers, and develop green energies. Still, there was neither enough growth nor a fair distribution of income. Countries had adopted guidelines to address abusive use of forests by exploiting companies. An inclusive green economy could be increased through state restructuring and the transformation of rural employment. There was a need to increase public-private partnerships and international cooperation to create green businesses.

- 27.** The Government member of India recognized that ecological sustainability was important for poverty reduction, economic and social development. Employment creation and the promotion of opportunities were key elements to achieve inclusive and equitable development. India had put in place policy instruments to limit the ecological impact of economic activities. It had developed a national action plan on climate change through a multi-stakeholders task force on green jobs and climate change. The taskforce had submitted its interim report, including recommendations. Employment generation was a priority and a green economy had the potential to create more jobs. He was concerned about the definition of “green jobs” and believed that a country perspective for the concept needed to be developed. Skills development and capacity building were essential to the creation of green jobs. India had started a mapping process at state level to identify entry points. The Government raised awareness of social partners, training institutes and NGOs on green jobs. Finally, he stressed that the outcome of the UNCSO Rio +20 clearly showed that each country needed to develop its pathway to sustainable development.
- 28.** The Government member of Australia called for articulating guidance for governments and social partners on how to transition to an environmentally sustainable economy. This discussion presented an opportunity to take stock of the current green jobs agenda and clearly identify what would be addressed and how to achieve it; as well as highlight best practices and identify challenges. The ILO needed to focus on its role and determine where it could add value. Policies and responses needed to be tailored to country circumstances; and country assessments of the labour market implications were critical in managing the transition. This was a global issue, which required a global concerted response on which the ILO should continue to provide leadership. Her Government supported the inclusion of the green initiative as part of the centenary initiatives identified in the Director-General’s report.
- 29.** The Government member of the United States noted that increased involvement of labour ministries and workers’ and employers’ organizations represented a clear willingness to ensure that workers could share the benefits of the green economy. The ILO, with tripartite membership and expertise on the world of work, was uniquely placed to help member States respond to the issues raised by the transition to greener economies, for instance by assisting constituents to undertake employment assessments of environmental policies and how such policies could support business development by ensuring that a trained workforce is on hand to meet employer demand and implement efforts to protect the environment. The ILO’s efforts to promote fundamental workers’ rights and occupational safety and health were needed to ensure green jobs are also decent jobs; and social protection policies were needed for workers affected by shifts in consumption and production. The ILO could also work with enterprises to promote the greening of production processes and supply chains.
- 30.** The Government member of Turkey outlined how the two previous decades had witnessed an increased shortage of resources, a rise in pollution and climate change and heretofore unseen levels of unemployment and working poverty. He described how his Government

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was aiming to meet specific goals in respect of sustainable development, green growth and human development by 2023, including international cooperation programmes on decent work in a green economy with assistance from the ILO. There was a particular focus on youth and on improving their qualifications and skills in the context of green growth.

- 31.** The Government member of Senegal outlined that the two main challenges of the twenty-first century – those of environmental sustainability and decent work for all – were inextricably linked. Threats to the environment included overuse of natural resources and lack of recycling, water shortages and soil degradation, animals and plants becoming extinct and climate change – all affecting employment, rural–urban migration and a deficit of social protection affecting certain enterprises and economic sectors. Resources would need to be transferred or tariffs restructured, and these ought to be linked to existing social protection schemes, better access to housing, transport and energy for the poor. Approaches should be country-specific and include capacity building, training and social dialogue.
- 32.** The Government member of Switzerland recalled that the transition to a green economy had major repercussions for the labour market, but no more so than the technological revolution or globalization. The ILO had the tools to respond to the challenges of this transition: creating jobs; expanding training programmes; extending social protection; promoting sustainable enterprises; and helping to realize fundamental rights. Following the ILO Declaration on Social Justice for a Fair Globalization, 2008, the ILO ought to partner with other international organizations to promote decent work and a transition to an economic structure more respectful of the environment; at the same time it should concentrate on its core mandate and competences.
- 33.** The Government member of Brazil cautioned members of the Committee on the use of terms that did not have the acceptance of the international community, in particular the terms “transition to a green economy” or “transition to a low-carbon economy”. The Committee must bear in mind the conclusions of the UNCSD Rio +20 that “green economy” was simply one tool toward achieving sustainable development. There had been no agreement on the “transition to a green economy”. The conclusions acknowledged that there were different paths of transition. “Green jobs” was not an end in itself, but one way to achieve sustainable development which emphasized social justice and decent work.
- 34.** The Government member of the Bolivarian Republic of Venezuela shared the concern for the dual challenge posed by the simultaneous promotion of environmental sustainability and decent, productive work, particularly considering the high levels of poverty and inequality in the world. Her Government followed a holistic approach based on the three fundamental pillars for sustainability, as reaffirmed in the UNCSD Rio +20 and many other international forums. The crisis of the capitalist system highlighted the need to revise the development model in order to satisfy human needs while preserving and regenerating the natural capital. However, the green economy also required changing patterns of consumption and production.
- 35.** The Government member of the Central African Republic stated that her country had held its first forum on employment and decent work, where employment generating sectors were identified, such as agriculture, forests and infrastructure, among others. She highlighted the need to protect forests from intensive exploitation while creating new employment opportunities, and called for ILO and UN support to find a sustainable solution to create decent and green jobs.
- 36.** The Government member of Indonesia drew attention to his Government’s commitment to a reduction of 26 per cent in greenhouse gas (GHG) emissions, and described various elements of the key national and sectoral action plans which had been conceived to achieve

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this goal, in line with the Indonesian pro-poor, pro-jobs, pro-growth and pro-environment development strategy. Various sectors would be affected by the transition and would require an upgrade of the skills development strategies at all levels. The impacts on the labour market were not fully understood, so it was crucial to involve local authorities and social partners in defining and achieving environmental and employment targets. The Green Jobs in Asia Project 2010–12, had contributed to increase awareness and capacities among constituents, mainstream green jobs and promote green entrepreneurship with a special focus on the tourism sector.

- 37.** The Government member of Kenya supported a rebalanced approach to development, linking job creation with environmental concern. Green jobs initiatives should be anchored to the country development policies, which should be harmonized and integrated with projects and products adding value to the labour market. However, he stressed the importance of looking for win-win options that would not affect development in Africa, such as the potential of growth through extraction of minerals. He mentioned the challenges faced in the forestry sector in Kenya, where small farmers had lost their livelihoods throughout the value chain due to the depletion of forests. Thanks to a policy shift made by the Government, forest coverage increased, and employment grew in that sector.
- 38.** The Government member of China urged governments to promote enabling environments for awareness raising on sustainable development and to develop more initiatives to promote policy coherence and capacity building. The Chinese Government committed to support a transition towards a greener economy based on a balanced consideration of the socio-economic and political dimensions. Elements included the improvement of skills development strategies and green entrepreneurship initiatives for which she requested support by the ILO. She concluded by stating that governments should provide more preferential policies to encourage the green economy and support workers to adapt to the transition.
- 39.** The Government member of Algeria detailed Algeria’s national sustainable development policy. The national strategy incorporated all ministries and departments and aimed to: promote sustainable development, improve health, quality of life, productivity of capital; and ensure environmental protection at all levels. It included a legislative framework for promoting capacity development, investments to counter environmental degradation, education and other development priority areas. A number of policies increased awareness of environmental protection, protecting water resources, forests, ecosystems, seaways, waste management and industrial production. A national registry was established to protect and track green areas, including urban parks and promoting synergies between companies to enhance economic activities in the context of the protection of ecosystems. Key elements of the policy include education, awareness raising and enhancing communications on environmental awareness.
- 40.** The Government member of Argentina emphasized that economic growth was not possible without the corresponding social development and targeted efforts for improving the distribution of income. The three pillars of sustainable development, with decent work at the core, represented the most essential aspects when developing public policy. Job creation should be the priority outcome to address the remaining pockets of poverty and high rates of informal employment. Any actions taken to mitigate climate change or to reduce environmental impacts and promote economic and productive activities must protect the rights of workers and provide a social protection floor to ensure a just transition for all workers who are affected by such measures. There was no “one-size-fits-all” solution to the interrelated challenges associated with sustainable development. Any strategy must be adaptable to all contexts and should not hinder growth. He expressed

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hesitation about using terms such as “green growth” and “green economy” since sustainable development adequately captures the scope of the issues concerned.

41. The Employer Vice-Chairperson indicated that further comments would be made in subsequent discussions.
42. The Worker Vice-Chairperson welcomed the commitments expressed by the Governments and Employers to forging progress on environmental challenges through social dialogue. He reiterated the need to remain realistic, underscoring that in the present state of environmental and economic crises, a continuation of the same development model was no longer possible. The ILO could assist in ensuring a more inclusive and just transition in the context of sustainable development, including through the protection of human and labour rights, development of social protection floors, skills development and ensuring an integrated framework linking decent work and environmental protection.

## **General discussion**

### **Point 1. Linkages between environment and the world of work**

43. The Employer Vice-Chairperson opened the discussion on point 1 – Linkages between the environment and the world of work. Positive outcomes had resulted from transformational changes throughout history and environmental challenges could also render great opportunities for business and society. To this end, it was important to encourage innovation and creativity and provide the necessary tools for skills and the development of resilience while also providing infrastructure and communications for greater connectivity of workers, enterprises and societies. Savings from eco-efficiencies could be reinvested in innovations, making businesses stronger and providing increased job growth. Analysis of the impact of environmental changes on the world of work was important to help businesses anticipate and cope with change, particularly in terms of grasping new technologies and services.
44. The Employers aspired to the greening of all jobs with the aim of improving the environmental efficiency of the entire economy, but long-term support and encouragement was needed. She pointed out that the impacts on work from current environmental challenges would vary considerably among countries, sectors and enterprises, bringing both positive and negative outcomes. National and regional responses in support of sustainable development were essential to better respond to local realities. In order to minimize any unintended consequences of government policies aimed at addressing environmental challenges, it was important that governments and businesses worked together to achieve optimal results and ensure that limited resources were deployed wisely. The ability to successfully respond to environmental challenges would depend on three main factors: adaptation to respond to the changes; mitigation to reduce the negative impacts of the changes; and resilience to respond to major events.
45. The Worker Vice-Chairperson stated that, although environmental degradation was widely recognized, there was a perception that it was a priority only for developed countries and specialists. In fact it affected everyone. Unsustainable consumption and production patterns were endangering life as we knew it and the planet generally. Climate change was the biggest reason for migration and displacement of populations. Environmental degradation was also a form of injustice, as the poor tended to suffer most from the consequences of impacts such as flooding. Indeed environmental degradation has many negative repercussions for the world of work and therefore an immediate response was

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needed. A complete change of paradigm was needed, one that promoted social and environmental sustainability.

46. Environmental degradation was also a risk for employment in particular sectors, and the Intergovernmental Panel on Climate Change (IPCC) had produced research showing the most vulnerable of these sectors. The resilience of enterprises in the developing world was sometimes compromised as they did not always have adequate – or any – insurance. Workers' safety and health, and consequently their productivity, was also linked to environmental degradation, for instance from heat stress, air pollution and the use of pesticides. A strong regulation guided by democratic debates was key. The ILO and its constituents needed to better understand the challenges of environmental degradation on the world of work; they needed to show commitment at this ILC so that the world of work would take into account the limits of the planet.
47. The Government member of Ireland, speaking on behalf of the EU and the governments of its Member States attending the Conference, shared the view expressed in the Office report that environmental sustainability was not a policy option but a human necessity. Two-thirds of the planet's resources were in decline. In terms of climate change and biodiversity loss, we were close to a limit beyond which there would be irreversible effects on human society and the environment. Together with other interrelated issues such as ageing, globalization and technological innovation, environmental problems were likely to have a profound impact upon economies and societies, including upon the world of work. The Office report had demonstrated that these changes would affect the quantity, quality and distribution of jobs and involve major labour market transitions. If handled correctly these transitions could provide us with opportunities for job creation and sustainable growth.
48. Stronger links needed to be built between science, policy and decision making to support evidence-based and coherent decision making within the UN and more widely. Reliable and consistent data on the economic, social and environmental pillars of sustainable development were required, along with environmental monitoring, assessment and early warning systems. The ILO had an important role to play to establish evidence of the interrelation between the environmental and social dimensions of sustainable development and the impact on the world of work. Its tripartite structure was crucial in this process. The ILO should continue to play an active role in the ongoing post-2015 process.
49. The Government member of Zimbabwe expressed the view that environmental problems could affect the availability of food and lead to malnourishment and critical health problems. A workforce that was malnourished would be more prone to work-related accidents and diseases and would have lower productivity. Sustainable development had to translate into the creation of jobs that were safe and provided adequate social protection.
50. The Government member of Tunisia pointed out the need for coordination at international level and clear indications of the best ways to achieve the objective of creating green jobs. The question was how to move from a decent work deficit to green jobs and decent work. It was key to reconcile human and environmental concerns, taking into account the current stage of development.
51. The Government member of Algeria declared that excessive use of nature was an intolerable situation, creating pollution, shortages of drinking water and other problems. Governments had no choice but to adopt the necessary policies. Green agriculture policies were a top priority, along with sustainable infrastructure.
52. The Government member of the Philippines appealed for a balanced approach to population, environment and development in relation to the world of work. Democratic tripartite engagement was essential for crafting policies and programmes to foster

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economic growth and development while ensuring that natural assets continued to provide the resources and environmental services on which well-being relied. The Philippines had adopted Agenda 21, a national plan on sustainable development, and recently established the Climate Change Commission; and in 2011, the first inter-agency Green Jobs Conference led to the adoption and implementation of the Green Call to Action.

53. The Government member of the United States observed that environmental challenges were leading to significant changes and opportunities in the environmental, energy, agricultural and transport industries, which were already affecting the nature of work. Some workers might be affected in the process, but policy measures could help these workers to adapt. Investment in green jobs could increase the efficiency of energy and material use and help the shift from conventional to new energy resources and the implementation of measures to prepare for the effects of climate change. Investments were also needed for preparing communities for the effects of climate change, in particular those working in the informal sector and living in precarious settlements. The waste management and recycling sector needed effective policies to train these workers and formalize the work. Services and products to mitigate environmental problems were essential and could create new job opportunities but would require OSH measures to avoid subjecting workers to risk.
54. The Government member of Senegal asked who will assume responsibility for the costs of environmental action if the government musters the political will to act. He gave the example of a policy to suspend fishing for two months to allow stocks to recover, which also resulted in workers being unemployed for that period.
55. The Government member of Brazil raised the issue of poor education and lack of health care, and emphasized the need to take into account all social elements in promoting a sustainable economy. It must be secured that changes are conducive to the generation of jobs in the whole supply chain. Our main goal in our discussions about the relations between sustainable development, decent jobs and green jobs should be to find ways to include the poor in the formal economy.
56. The Employer Vice-Chairperson noted that the discussion had so far been quite wide-ranging due to the need to take into account all relevant factors.
57. The Worker Vice-Chairperson reiterated that the ILO had an important role to play in sustainable development and protecting the environment, based on social justice and eradicating poverty or hunger.
58. The President of the Conference (H.E. Mr Nidal Katamine, Minister of Labour of Jordan) addressed the Committee. He emphasized the importance of the Committee's discussion to the world of work and beyond. The questions of sustainable development, decent work and green jobs are interconnected and essential for safeguarding the planet. Sustainable development is not possible if the work that drives it is not decent. Turning the vision of environmental sustainability with decent work for all into reality was a necessity, not an option. The discussion provided the opportunity to drive the needed structural change towards sustainable production patterns for large-scale creation of decent employment opportunities through the extension of social protection, advancement of social inclusion and the realization of decent work for present and future generations.

## **Point 2. Opportunities for decent work creation**

59. The Worker Vice-Chairperson underscored that the pressing global challenges of unemployment and underemployment and precarious work were the rule rather than the

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exception. Decent work for all remained a distant goal. Investing in ambitious employment policies inclusive of an environmental dimension could help make a difference for millions of workers. Studies undertaken by the trade unions found that investing 2 per cent of GDP in sustainable sectors held the potential to create some 48 million jobs per year, jobs which were critically needed in both developed and developing countries. The Employment Policy Convention, 1964 (No. 122), should guide governments in developing effective macroeconomic policies and targeted investments for full and productive employment and decent work for all. The quality of jobs did not improve automatically as a result of environmental policies. Rather, active labour market policies together with full respect for the rights of workers, including the rights of trade unions, must be promoted and included within the context of environmental standards and policies. He emphasized that jobs which were poorly remunerated or dangerous were not the kind of “green” jobs that the trade unions wanted. Investments should be accompanied by active labour market policies and the building of social protection floors, among others.

- 60.** States should play an active role in regulating and promoting sustainable development. The just transition framework was essential to generate decent work opportunities as it included the anticipation of change, social protection, social dialogue, economic diversification, workplace cooperation and collective bargaining (a concrete tool to define and execute environmental measures at enterprise and sectoral levels). Vocational training for workers, as foreseen in the Human Resources Development Convention, 1975 (No. 142), and the Human Resources Development Recommendation, 2004 (No. 195), was also essential. An additional effort should be made to link occupational health and environmental protection, in particular in those sectors where workers are most exposed, such as construction, agriculture, recycling and waste management. Investment was currently insufficient. State intervention should guide the private sector through regulations combined with incentives for innovation and public procurement policies that respect environmental and labour standards. Furthermore, sufficient funding through development cooperation was needed to assist developing countries to cope with the cost of transition.
- 61.** The Employer Vice-Chairperson appreciated that the green economy was a useful concept to stimulate innovation in products, processes and services and hence job opportunities. Governments should create a coherent framework for its measurement and understanding. However, governments also should remove the barriers to growth, for business to be able to seek out opportunities for wealth and job creation and make a contribution to higher value added jobs, supported by improved knowledge, education and skills. Active partnerships between government, business and training providers were essential to provide the required skills and to embed a drive for both entrepreneurship and enterprise development. To that purpose, all channels should be used to improve environmental performance, stabilize economic performance and stimulate new employment opportunities with social protection. The depletion of natural resources could result in multiple social challenges for governments, employers and societies (e.g. migration) that could only be addressed by recognizing and catering for the needs of all vulnerable groups. For instance, opportunities to advance in the Decent Work Agenda could be found in the formalization of the economy, providing substantial labour and environmental gains. Public awareness must also be raised through campaigns and education in order to stimulate demand for environmental goods and services. If informed, employers could engage their workers and play a crucial role in improving environmental standards, resource efficiencies and job enhancement throughout the supply chain.
- 62.** The Government member of Ireland, speaking on behalf of the EU and the governments of its Member States attending the Conference, stressed that the green economy was an important tool to contribute to sustainable development, long-term growth, sustainable production and consumption, green and decent job creation and, consequently, the eradication of poverty. Labour market policies were essential for greening economies and

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achieving sustainable development. Many countries had been transitioning to a new model of growth, creating win-win opportunities and providing encouraging alternatives for development. In Europe, not only large industries but also SMEs had been adjusting their production processes and increasing their innovation capacity. Other opportunities for decent work could be identified in the value of preserving ecosystems as a source of livelihood security. In the medium and long term, needs of specific sectors and regions, as well as the skills required, should be taken into account to support the transition. All relevant stakeholders (governments, social partners, national, regional and local authorities, employment services, education and training institutions) needed to take the appropriate measures towards more coherent policies and strategies. The ILO could further improve on knowledge through the current strengthening of its research capacity in this field and play a crucial role at national and international level to share lessons, improve knowledge and awareness of the employment and social impact of the transition, contributing to anchor it to the decent work, human rights and gender equality agendas.

- 63.** The Government member of Sri Lanka reminded delegates that the three dimensions of sustainable development – economic, social and environmental – were interdependent but not in balance, due to the growing needs of the people. Without balance, we cannot improve the well-being of society. However, this challenge also provided opportunities for creating decent work. For instance, solid waste management practices in her country had been lacking, creating safety and health problems for workers and lack of formality in this sector. With assistance from the ILO, these problems had been tackled through formalization of workers in this sector and their sensitization to OSH issues through the national vocational education and training (VET) system.
- 64.** The Government member of Canada stressed the importance of coherent macroeconomic policy frameworks that address the three dimensions of sustainable development in any transition to a greener economy. Strong institutions were required, supported by the rule of law and open and stable monetary and fiscal policies. Key elements included labour and environmental regulations, non-discriminatory laws, appropriate tax regimes and effective enforcement mechanisms. Strengthening the investment climate and competitiveness of businesses – particularly SMEs – could create opportunities to address challenges related to natural resource management and ensure the environmental sustainability of economic activity. Creation of decent green jobs required broad engagement and social dialogue was crucial for finding viable and shared solutions. Governments could encourage social dialogue and provide a forum to overcome the challenges of the transition to a more environmentally sustainable economy. The ILO could provide support for member States in this respect. Labour market policies that connected job seekers with job opportunities and provided adequate social protection systems were also important. It was also crucial to align the provision of skills, education and training for new entrants into the labour market, and new green sectors with the needs of the labour market and employers. This was of particular importance for youth entering the labour market. All relevant stakeholders had a role in ensuring this happened effectively.
- 65.** The Government member of Turkey expressed the view that the transition to a more environmentally sustainable economy offered many opportunities. The Government of Turkey had implemented a range of policies concerning the sustainability of social security systems, improving the quality of employment (particularly in terms of OSH), improving urban development, greening the construction industry, supporting SMEs and reducing the harmful effects of industry. These policies had proven particularly effective in improving rural livelihoods by promoting reforestation.
- 66.** The Government member of Trinidad and Tobago reminded delegates of the eight sectors particularly concerned by environmental sustainability set out in the Office report because they extract the majority of natural resources or have the highest environmental impact.

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Although these sectors presented many challenges, they also provided opportunities for decent work and the creation of green jobs. Sectors that could do this were, in the case of Trinidad and Tobago, wind and biomass energy production and agriculture. In addition, the problems associated with climate change could create decent work opportunities, especially for developing countries, through new research and training into climate change issues like coastal zone management or biodiversity loss. Three points were particularly important in the transition to a more environmentally sustainable economy, namely the need to retrain workers so they could develop the necessary skills and knowledge for the jobs created as a result of this transition; the identification of emerging talent for the new green sectors; and the revision of VET and education systems so that they were adapted to changing conditions.

- 67.** The Government member of the United States underlined several key elements of managing transition: ensuring that workers shared in the benefits of any transition to a greener economy and were equipped with the necessary skills; respecting the fundamental rights of workers and their safety and health; and providing social safety nets for those who lost out during the transition, with a particular focus on vulnerable groups of the population. In the United States, public-private partnerships involving business, universities, non-profit organizations, government and other strategic partners had proven effective. It was also essential that different ministries, including labour and environment, worked together to improve coherence. Another element was the vital role that safety and health management systems played. Workers needed to be involved in these processes to be able to recognize and correct emerging or potential hazards. The ILO should provide assistance to countries through employment assessments, strengthening labour market information systems and developing a good understanding of the opportunities for business growth and job creation in environmentally sustainable industries. The ILO also should help countries to address fundamental workers' rights and OSH issues in sectors with a significant impact on the environment.
- 68.** The Government member of Zimbabwe emphasized the importance of a clear understanding of the environmental and workplace risks entailed in transition. Decent Work Country Programmes (DWCPs) could be used as a way to give impetus to sustainable development and the creation of green jobs. Tripartism was a crucial tool in this process. The United Nations System Chief Executives Board for Coordination (CEB) Toolkit for Mainstreaming Employment and Decent Work could also be used to mainstream decent work into development initiatives. Governments, with social partners, should harness entrepreneurial talent, particularly among youth, to enable the creation of sustainable enterprises and wealth creation. The ILO was well placed to provide assistance on such key areas as entrepreneurship and business development aimed at creating decent work and reducing poverty. The ILO was also strategically positioned to provide technical advice and training for young people with a view to create decent green jobs.
- 69.** The Government member of Kenya agreed on the need to advance decent work for all through green jobs, taking into account national contexts. Sectoral studies were needed to inform policy-making in order to increase delivery. Governments had to take a leading role in sustainable development while ensuring social dialogue. He favoured harnessing the potential of existing structures, such as labour inspectorates, labour market information systems and public employment services, to advance green jobs. The ILO was supporting Kenya in a mapping exercise which would identify opportunities for decent jobs. The results were being integrated into national employment and social protection policies as well as development plans.
- 70.** The Government member of Senegal recognized that environmental reform allowed creating green jobs, but the multiplier effect could not always be verified. Integrating sustainable development into macroeconomic policies was essential to ensuring the

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creation of green jobs. It was also important to involve all sectors of the economy and support states to create an enabling environment for promotion of green enterprises and jobs.

- 71.** The Government member of Brazil stated that the green economy had the potential to be inclusive. Green jobs, in the context of sustainable development and poverty eradication, may be created in rural and urban areas and in different sectors. Priority should be given to assisting youth, women and low-income earners. It was also important to ensure social protection, adequate wages and respect for rights. Investment in sustainable practices requires capacity building and training to ensure higher wages and incomes. Renewable energies, in particular biofuels, hold significant potential for job creation and sustainable development for developing countries. Working conditions had to be compatible with ILO standards to ensure decent work.
- 72.** The Government member of Algeria highlighted the linkage between employment and sustainable development. Algeria's experience included the creation of micro-enterprises in various areas of the green economy, such as waste management, recycling, renewable energy, coastal management, forestry and public hygiene. Employment policy took into account environmental opportunities, in particular for youth.
- 73.** The Government member of South Sudan warned against the assumption that everyone was aware of and understood environmental sustainability. Education of citizens was needed, including in rural areas.
- 74.** The Government member of China emphasized that promoting green jobs required tripartite collaboration of Governments, Workers and Employers. Highly qualified workers were needed and efforts in vocational training and education were essential. Reemployment of workers in transition was another key issue to be tackled. It had to include government measures on social protection, active labour market policies and early retirement. Technical and financial investments in economic restructuring and innovation were also important. Industrial, financial and fiscal policies had to be strengthened. Budgets had to be directed to creating green jobs and setting up social security schemes.
- 75.** The Employer Vice-Chairperson reiterated that the transition to a green economy provided vast opportunities for value added, jobs, education and skills development. Prerequisites for this were: good laws and regulations which provided an enabling environment for sustainable enterprises, a solid entrepreneurship base that included incentives for businesses to formalize, particularly at the bottom of the pyramid; and increased awareness of environmental issues among the population.
- 76.** The Worker Vice-Chairperson stressed that ILO's role was cross-cutting in promoting social dialogue and stated that there was also good potential for bipartite discussions between Employers and Workers. She welcomed the government statements that public policy is an essential component of what the Committee was trying to achieve.
- 77.** The Government member of Tunisia believed that green jobs, sustainable development and decent work were inextricably linked. The impact of the environment on job creation and working conditions meant that environmental and employment policy must be coherent and social dialogue had a central role to play. International cooperation was vital in alleviating poverty caused by environmental degradation and the ILO had prioritized poverty reduction through decent work. The Tunisian Government promoted coherence between its environmental and employment policies, which in its view was the correct way to pursue environmental policies.

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### **Point 3. Challenges for the world of work**

- 78.** The Worker Vice-Chairperson stressed that States and businesses must better understand the social and environmental consequences of their decisions, such as soil and water pollution, biodiversity destruction and climate change. Those responsible for policy needed to close the gap between the beneficiaries of resource exploitation and those who were harmed by making polluters pay and by moving to alternative production systems. Protection of the environment must not increase poverty levels and inequality. In fact, environmental policies could have a positive impact on job creation, for example, with new jobs in pollution reduction or in moving from fossil fuels to renewable energy. However, some jobs would not be replaced but needed to be redefined in the new context. He noted that respect for the environment did not mean that a particular sector would necessarily disappear, but rather might need to be made more labour intensive. The employment impact must be considered in environment policy from the outset and should be dealt with through social dialogue. Jobs and wages needed to be prioritized. It was unacceptable that economic impacts of environment policy were being framed only in terms of ensuring competitiveness and that increased production costs were being dealt with by factory closures rather than measures to innovate and adapt. Increases in the price of food, transport and housing were most keenly felt by the poor as they spent a bigger share of their income on these essential things. The effects of rising energy costs must be minimized and the poor must become the beneficiaries and not the victims of environmental policy.
- 79.** The Workers recommended that the Conference emphasize the importance of understanding the impact of the environment on the world of work and of approaches for a just transition with decent work. The ILO should improve knowledge about the impact of natural disasters on jobs. It should also undertake a study of the social impact of environmental policies to show that benefits for workers and families were not always automatic. The ILO needed to prevent transition to an environmentally sustainable economy becoming a pretext for an upsurge in precarious employment. The Conclusions of the Committee could act as guidelines for these issues.
- 80.** The Employer Vice-Chairperson pointed to the need for global oversight to ensure that individual economies were not undermined by unfair advantages arising from disparities in application of sustainable development in different national contexts. There was also a need to ensure that any potential shifts from labour to capital investment be identified and effectively managed. Environmental improvements could lead to enhanced efficiency of businesses with the savings reallocated to help stimulate entrepreneurship and job creation. The introduction of any new regulatory systems had to be accompanied by capacity development for businesses, including how compliance could be achieved. Intelligent legislation was also needed, with a focus on objectives rather than means. Such objectives must incorporate the right mix of policies and be accompanied by improved partnerships. It was essential to recognize the trade-offs and realize the need to compromise. The ILO was well placed to share information on successful policies and identify where best practices could be transferred. Governments should assist in fostering the greening of jobs and the protection of workers' rights through effective regulatory framework and government procurement. Open trade and markets were indispensable to job creation as well as the sharing of good practices and cleaner technologies. The creation of frameworks for open markets and trade with improved governance and environmental and social protections would foster decent work.
- 81.** The Government member of Trinidad and Tobago noted that the transition to sustainable development might cause the contraction of certain industries, making some jobs obsolete. Inadequate regulations and high taxes also might hinder the development and sustainability of new enterprises and SMEs. Social dialogue could assist in addressing these challenges

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creating an enabling environment, including the provision of government subsidies as well as investments and entrepreneurial support could help SMEs to manage the transition to a sustainable development model. Monitoring the impact on workers, particularly those in the informal economy, was equally important to ensure inclusive growth.

- 82.** The Government member of Zimbabwe underscored several challenges that might impede proper implementation of sustainable development policies, decent work and green jobs. The lack of organized labour and business was a challenge for many emerging and developing countries, particularly in the informal sector, making environmental protection and occupational safety and health programmes difficult to implement. A lack of understanding of the interrelationship between sustainable development, decent work and green jobs also posed problems in implementation, particularly in informal, SMEs. A simplified information package to identify participatory approaches to ensure compliance with labour standards and environmental laws was needed to ensure a more efficient means to achieving sustainable development. Investment should be increased for the creation of decent work and new green jobs, including through technology transfers, capitalization and skills development.
- 83.** The Government member of the United States emphasized the importance of providing access to transition assistance for workers affected by shifts in consumption and production patterns. She shared the experience of the United States where assistance was offered in the form of grants, partnerships with employers and targeted training programmes, including for careers in renewable energy and energy-efficient industries. Priority was given to disadvantaged groups and underserved sectors. Support for clean energy, in the form of tax credits, could help create markets for new innovative technologies. Transitioning away from price-distorting subsidies for fossil fuels to targeted social safety nets fostered improvements in economic efficiency as well as environmental and social outcomes. Incentives were also needed for businesses, particularly SMEs, to understand and implement regulations on greening their supply chains.
- 84.** The Government member of Algeria highlighted the importance of improving environmental governance and involvement in decision making processes at the local level, and summarized the elements of Algeria's comprehensive legislative framework aimed at improving environmental services.
- 85.** The Government member of Brazil pointed to the importance of public and private, internal and external, funding in the implementation of sustainable development models. Governments had an important role to play in this regard. At international level, the principle of common but differentiated responsibilities must be applied. Countries would need to adapt their unsustainable production and consumption patterns. Many economic sectors may be affected by labour market changes. Therefore, to ensure that jobs are created and job losses absorbed, governments and social partners needed to work together. It is important to prioritize skills, education, and training.
- 86.** The Government member of Ireland, speaking on behalf of the EU and the Governments of its Member States attending the Conference, reiterated the risks and challenges of a transition to an environmentally sustainable economy in terms of economic restructuring and climate change. Opportunities existed for job creation and, managed correctly, this transition would have many positive benefits in the future. Sustainable development consisted of three dimensions, and to move along this development path, coherent cross-sectoral and cross-institutional approaches were needed. As regards energy, the three energy challenges – energy poverty, energy security and climate change –, needed to be addressed simultaneously in the context of development cooperation. The impacts of mitigating and adapting to climate change would be different across economies and between sectors, and a just transition needed to take into account declining sectors, as well

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as occupational safety and health issues in new technologies. The transition process would also result in the reallocation of labour across and within sectors and labour market policies would need to mitigate this. Overall job creation was possible through skills, education and training policies. The social partners had an important role to play in supporting the process.

87. The Government member of Senegal expressed the evidence in the Office report was mostly relevant for Organisation for Economic Co-operation and Development (OECD) countries. Individual account and analysis for each country was needed in order to find the best way to transition to an environmentally sustainable economy. All actors needed to participate in the analysis and transition process for it to be successful. It was important to involve the social partners in finding solutions.
88. The Government member of Norway recounted some of the impacts of climate change and a deteriorating environment on the world of work, including the depletion of fish stocks, lack of water and the subsequent loss of jobs and income. The planet was close to reaching tipping points and it was necessary for relevant stakeholders to take a proactive approach to solve these issues of environmental degradation. Of particular importance was the alliance of organizations related to both the world of work and environmental protection as this would be an opportunity for both sides. The effects of the transition to a more environmentally sustainable economy would be broadly similar to previous transitions. There would be winners and losers and it was therefore crucial to equip workers with needed skills and knowledge. Social dialogue and the active involvement of the social partners were essential.
89. The Worker Vice-Chairperson welcomed the statements of delegates, noting the importance of policy in promoting a just transition. This was a welcome change from the sense that markets controlled everything. The ILO had to show its awareness of the repercussions of environment on the world of work. The ILO should undertake in-depth studies of the impacts of the transition on the labour market and the negative effects on working families. It should also help in the design of policies to minimize the negative effects, incorporating existing standards into an instrument. Precarious employment had to be addressed within the context of transition to sustainability. Guidelines were needed on facilitating a just transition at the national level. The current trade system did not guarantee sustainable development and had to be reformed.
90. The Employer Vice-Chairperson stressed the need for intelligent legislation and policy measures. The focus should be on objectives, not means. Partnership was essential in the transition; it was not just the responsibility of enterprises. Policy at the national level had to be coordinated, integrated and optimized. It was important to recognize that trade-offs were necessary in the real world.

#### **Point 4. What can be learned from previous transitions**

91. The Worker Vice-Chairperson reminded that all transitions had social and economic effects, most of them very serious. The transition dealt with here should be different in order to avoid these negative impacts. The current transition differed from past ones because now we also had to consider future generations. Therefore, an integrated policy approach was needed. The transformation of the past 30 years had been unexpected and rapid. The elite had benefitted while many of the poorest were hit hard by trade liberalization, mine closures and the like. Economic diversification policies were needed. There were a limited number of success stories, but a just transition required more planning, resources and political will. The transition to an environmentally sustainable economy could and should generate employment. It was important for the constituents to

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manage the design of transition as a group, to provide a better standard of living for workers. The role of the state was to ensure that the transition lead to sustainable and equitable management of resources. The main industrial changes were connected with market needs and it was not possible to continue this way. A real democratic model was essential. The ILO had to develop a model to guarantee workers' rights in the context of transition.

- 92.** The Employer Vice-Chairperson acknowledged that previous transitions had had profound effects on workers. Changes had to be faced in a positive way by creating an enabling environment for sustainable enterprises across all sectors. Training and new skills development and support to displaced workers were needed. It was critical to retrain existing workers in new technologies. Safety nets were needed to mitigate threats and the social protection floors could serve as a template. Inbuilt resilience was also important. Two factors were to be considered: (i) changes to jobs by greening existing jobs was a major challenge; and (ii) creation of new jobs required facilitation. Information technology and communication were tools for learning which were new to this transition and could help. Cooperation was required to put the necessary systems in place, and workers should be involved in proposing solutions.
- 93.** The Government member of Zambia, speaking on behalf of the countries of the Africa group attending the Conference,<sup>4</sup> (hereinafter referred to as the Africa group) stated that it was clear that the transition to a green economy was good for decent work outcomes as long as there was a strong legal and institutional foundation in place. It was an avenue for poverty reduction and for a more equitable distribution of wealth. It was clear that the Decent Work Agenda's priorities in Africa of intensifying job creation in agriculture and infrastructure were on the right track, and there had to be a focus on selecting which jobs were to be greened. Lessons learned should be taken on board, namely that social protection floors must be strengthened, and those negatively affected by the transition must be supported. Inclusive capacity building for climate-sensitive policies was also needed to ensure sustainable development.
- 94.** The Government member of Canada emphasized the importance of having robust labour laws, labour market and social protection systems in place to assist people affected during times of economic crisis. Flexibility was required in responding to crises, but social protection systems and training and re-skilling were essential components. Technology was constantly evolving and it was a challenge to match skills with jobs. Apprenticeships could play a key role in this regard and Canada had had success in providing targeted retraining for older workers, youth and disabled workers. Green jobs were dependent on the development of green technologies and it was important to build alliances between government, the social partners, universities and training institutes to further this agenda and build consensus on what needed to be done.
- 95.** The Government member of the Unites States reported that previous transitions had shown that while new ways of doing business and accessing markets could have positive effects in the long-term, there were short-term costs such as factory closures and resultant job losses. Sound labour market information systems were essential in helping governments, workers and employers respond to transitions. Transitions were not always predictable and

<sup>4</sup> Algeria, Angola, Benin, Botswana, Burkina Faso, Burundi, Cameroon, Cape Verde, Central African Republic, Chad, Comoros, Congo, Côte d'Ivoire, Democratic Republic of the Congo, Djibouti, Egypt, Eritrea, Ethiopia, Gabon, Gambia, Ghana, Guinea, Kenya, Lesotho, Liberia, Libya, Madagascar, Malawi, Mali, Mauritania, Mauritius, Morocco, Mozambique, Namibia, Niger, Nigeria, Senegal, Seychelles, Sierra Leone, Somalia, South Africa, South Sudan, Sudan, Swaziland, Tanzania (United Republic of), Togo, Tunisia, Uganda, Zambia and Zimbabwe.

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it was important to have solid training structures in place to react quickly and help workers adapt to evolving economic conditions. Employers' and workers' organizations provided some of the best examples of such training programmes. Social safety nets were important to provide short-term help to dislocated workers. It was better for workers and employers to have occupational safety and health systems in place from the outset rather than trying to retrofit later. Including input from workers on what the risks and hazards were should be a component of all green job training.

96. The Government member of Ireland, speaking on behalf of the EU and the governments of its Member States attending the Conference, stressed that all stakeholders had a key role to play in the transition to a competitive, low-carbon and resource efficient economy, and that increased productivity and quality of employment were central to this. It was important to act in a timely fashion in dealing with the economic, social and environmental consequences of any transition. Innovation was important in the context of budget constraints, demographic changes and increased global competition. Competitiveness and the ability to generate jobs were dependent on driving innovation in products, services, business and social processes and models. Innovation was at the heart of the Europe 2020 strategy. Innovation must always embrace information and communication technologies (ICTs) for improved efficiency and knowledge management, and industry must be prepared to upgrade skills. It was important that all the relevant actors take appropriate measures to ensure that the short-, medium- and long-term skills needs were met. A recent European study concluded that the essential components in a successful transition to a low-carbon economy were: that the renewable sector had the skills it needs to develop in the future; that energy users had the skills required to reduce carbon emissions while not jeopardizing employment growth opportunities; that the direction of change was good for job creation; and that vulnerable groups were not excluded from the process of change. Anticipation, cooperation, innovation, skills, quality of work, attention to vulnerable groups and policy coherence were the key elements in dealing with the transition to a green economy.
97. The Government member of China highlighted how her Government had embraced green jobs as a means of preserving resources. China had engaged in forest conservation and had closed down inefficient enterprises, resulting in job losses. The Government had also initiated a job replacement strategy consisting of retraining of retrenched workers, providing training allowances, disseminating information on available jobs, issuing guidelines, hosting job fairs, providing publicly funded jobs for older and disabled workers, promoting entrepreneurship and providing business start-up credit. Hiring incentives had been provided to employers, including training allowances, social insurance payments and tax rebates. Older workers could take early retirement to free up jobs.
98. The Government member of Brazil stated that existing policies had not always been sufficient to bring all new workers into the labour force and that investment was required to meet the biggest decent work challenge, namely bringing 1.3 billion out of poverty. Social protection was very important in redistributing wealth and increasing growth and employment. It was also a central means of responding to the economic crisis. There were a number of policies – some universally applied, some targeted – that could have beneficial effects in improving outcomes in education, poverty reduction and gender equality.

## **Point 5. Policies and institutions to seize the opportunities and manage the challenges**

99. The Employer Vice-Chairperson recalled that sustainable development was comprised of economic, social and environmental factors, and that there must be an emphasis on both protecting rights and promoting trade. The economy was in constant flux in respect of

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innovation, competition and changes in the market, all of which had an effect on the environment. There was a need to focus on SMEs, training and skills and social safety nets. The ILO was well placed to help member States implement and enforce national laws in these respects.

- 100.** The Worker Vice-Chairperson welcomed the recognition from Governments that past transitions had generated major disturbances and stressed the importance of labour market policies to centre the current transition on decent work. He appreciated acknowledgements by both Governments and Employers of the importance of social protection floors. The difficulties posed by transitions could be overcome through dialogue, joint commitment and cooperation and through the use of the constituents' collective knowledge of occupational health, labour policy, collective bargaining, skills development and social protection.
- 101.** The Government member of Canada reiterated the need for strong effective institutions and active labour market systems and regulators need to have clear and understandable goals. Occupational safety and health and skills development were essential transitional elements for workers, whereas businesses would benefit from facilitated access to new technologies. This was done in Canada through the establishment of a dedicated foundation in support of SMEs to advance in clean technology sectors and in Ontario through business support programmes. She also provided examples of support to industries through corporate social responsibility (CSR) and concluded by expressing that sustainable development strategies should be based, implemented, monitored and measured against specific, measurable, attainable, relevant and time-bound (SMART) targets.
- 102.** The Government member of Japan expressed concern about the potential job losses in the transition to a green economy and stressed the importance of cooperation among constituents to make greening a relatively minor factor in employment losses and minimize the effects felt by informal workers facing the transition. The Government of Japan had committed to reducing job losses by supporting the transferability of workers from mature to emerging and growing industries. Skills development and the provision of subsidies for employers to implement vocational training for their workers had proved to be an effective tool for smooth greening of jobs in the country.
- 103.** The Government member of the United States indicated that social safety net programmes should be in place in case the negative impacts of the transition became unavoidable. Protection of workers could also be increased through training and access to reliable labour market information. Strong legal framework and enforcement mechanisms, as well as specific occupational safety and health standards concerning new tasks and materials needed to be put in place.
- 104.** The Government member of Zimbabwe enumerated three essential components for enterprises and workers to manage the challenges and tap into new opportunities. Government institutions must promote robust labour legislation in consultation with social partners in order to create an enabling regulatory environment for supporting sustainable development, decent work and green jobs. An institutional tripartite framework should be created to develop national policies on employment and labour, safety and health and environment. Governments also needed to establish or enhance institutions to develop standards and regulate the production of goods and services that contribute to environmental sustainability. The ILO was strategically positioned to provide expertise, guidelines and directions to member States, since international instruments could facilitate the inclusion of social dialogue, decent work, occupational safety and health and social protection into national sustainable development policies. For their part, member States should mobilize investments, promote access to green technologies and implement policies to mainstream sustainable development.

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- 105.** The Government member of the Republic of Korea considered that the transition towards a green economy would not only create a wide range of green jobs, but would also endanger the continuity of traditional jobs. However, the green economy was a prerequisite, and not an option, so effective preparation could help to turn challenges into benefits. Governments should support the greening of industries, provide incentives to access green technologies and accelerate the transformation process. In addition, vocational training programmes, and in particular retraining programmes, were considered essential to enable workers to integrate into green industries. Furthermore, research, studies and access to statistical data would ensure fact-based formulation and balanced implementation of industrial policies. Green jobs were not by default decent work; policies were needed to guarantee social security benefits to make the concept more appealing to the workers.
  - 106.** The Government member of South Sudan drew attention to the fact that transitioning to green jobs could be quite expensive. For enterprises and workers to be able to face the challenges ahead, low interest loans and subsidies should be made accessible; tax breaks should be provided and supporting institutions should be created.
  - 107.** The Government member of Egypt emphasized the role of education as a precondition to achieve a balanced development path. Egypt could carry out the transition effectively if investments in green technologies were prioritized. Among the key enabling sectors, tourism and energy could provide a great chance for Egypt to compete in the global market, while contributing to the country's economic independence through the support to local production. Standards were needed to ensure an effective transition and the ILO and the UN had roles to play in raising the awareness of national stakeholders.
  - 108.** The Government member of Brazil emphasized the importance of financing sustainable development by generating investments from multiple sources – public and private as well as internal and external sources. Governments could help drive sustainable development by encouraging innovations and promoting the rational use of natural resources, with particular attention to serving the needs of the most vulnerable segments of society. Sound public policies are critical for attracting private sector investments. Through official credit policies, Governments could induce more responsible behaviour by giving financing preferences to projects based on sustainable development models and decent work principles. The private sector also has a key role in helping to promote sustainable development by ensuring balanced economic, financial and environmental outcomes. Consideration also needed to be given to the promotion of social inclusion and poverty eradication, including through safety nets and effective public services.
  - 109.** The Government member of the Bolivarian Republic of Venezuela underscored the importance of ensuring that sustainable development incorporated economic, social and environmental elements. However, such policies should be under state leadership, and be developed in cooperation with the social partners. She emphasized the need to ensure that workers were protected in the transition through capacity building, training for skills development in relevant sectors, technology transfers and policies that promote labour stability. The most vulnerable sectors and segments of society should be targeted.
  - 110.** The Government member of Namibia informed that his Government had recently incorporated green jobs into its national development policy in the context of its Decent Work Country Programme. He emphasized the importance of skills development, social dialogue, promotion of SMEs and transition from informal to formal employment. It was the Government's intention to create an employment creation commission to help promote stakeholder engagement on green jobs and decent work.
  - 111.** The Worker Vice-Chairperson reiterated that the changes in the world of work arising from the transition to sustainable development would be different and could adversely affect

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social progress unless comprehensive policies and institutions were put in place to address them. There was an urgent need to transform existing productive capacities to make them sustainable and to promote new consumption patterns. Often, countries with high incidences of poverty, unemployment and informal work were also experiencing massive depletion of natural resources. Although the realities of these transformations were diverse, some approaches had proven to be universally applicable. For instance, investment in green and decent jobs and respect for international labour standards and occupational safety and health were critical. He recalled that decent work was not an automatic consequence of sustainable development policies.

- 112.** The Worker Vice-Chairperson further noted that possibilities for greening existed in all sectors. However, in order to promote economic and environmental equity, investments were needed in green jobs, decent work, respect for international labour standards and OSH. Technology transfer was also critical to ensure a just transition. Research and analysis on the impact of environmental policies on the labour market was important in order to guide the accompanying social policies. Social protection and active labour market policies, including skills development and retraining, were necessary to guarantee incomes for those who depended on threatened sectors. There was an urgent need to protect the most vulnerable, who were already being adversely affected. Some social protection schemes, including active labour market policies were fundamental to ensure a just transition. Adherence to the Social Security (Minimum Standards) Convention, 1952 (No. 102), and Social Protection Floors Recommendation, 2012 (No. 202), would ensure workers' rights were guaranteed. Social dialogue was also important in transition planning. Structures and processes for social dialogue had the potential to resolve important economic and social issues, encourage good governance and promote labour peace, stability and economic progress. Local economic diversification was critical to support decent work outcomes in the transition. Workers needed information and training on environmental issues to guarantee their participation and make a just transition possible as part of a strategy to empower workers.
- 113.** The Employer Vice-Chairperson recognized the importance of minimizing any negative impacts of the transition to an environmentally sustainable economy. Measures needed to be implemented that ensured a just transition for all. One element of this was to include a focus on decent work and green job creation in national strategies. Another was to build capacity for the creation of jobs in all sectors that would ensure sustainable development.
- 114.** The Government member of Ireland, speaking on behalf of the EU and the governments of its Member States attending the Conference, made the point that many countries faced growing inequalities and social problems, including precarious work, unemployment and underemployment. A just transition to a more environmentally sustainable economy could be a way to solve some of these challenges, particularly for youth employment. Clean technologies could play a key role. The EU pays special attention to cooperating with countries beyond the EU in this context through a new EU programme for research and innovation "Horizon 2020". An inclusive transition to a more sustainable, low-carbon economy could result in the creation of green and decent jobs, particularly for youth and other vulnerable groups. Public authorities were encouraged to facilitate this transition, including the promotion of voluntary corporate social responsibility initiatives and sustainable development reporting for enterprises. It was important to ensure that undeclared work in green sectors moved to the formal sector to improve quality of employment. National systems should enhance education and training systems and public employment services should improve the matching of labour demand and supply. Labour inspection services should have adequate capacity. It was important for all stakeholders to share best practices, to measure impact and evaluate programmes that were being implemented. Further research was needed on suitable initiatives and good practices,

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including a range of stakeholders. These should be incorporated into the post-2015 framework.

- 115.** The Government member of the United Arab Emirates (UAE), speaking on behalf of the countries of the Gulf Cooperation Council (GCC) attending the Conference<sup>5</sup> (hereinafter referred to as GCC countries) and Yemen, stressed that environmental problems were cross-border issues. As both developed and developing countries faced similar problems, they needed to find common solutions to move towards a sustainable development model. The green economy was a central pillar of the knowledge economy and it was necessary to create an enabling environment to promote the creation of green and decent jobs. Skills development and social protection were also crucial to support workers who were displaced or lost their jobs as a result of the transition to a more environmentally sustainable economy. Preserving the environment was an enabling factor for the economy, creating jobs, improving competitiveness and preserving natural resources. Research on renewable energy was essential. Lastly, the member mentioned Masdar, the world's first carbon and waste free city being constructed in the UAE, which would run on solar and renewable energies only when it is completed in 2025.
- 116.** The Government member of Greece viewed the transition to an environmentally sustainable economy as an important potential source of job creation and economic growth, particularly in the context of the current economic crisis. The energy sector was crucial for this transition and national renewable energy and energy efficiency targets could help, including for buildings and transport. It was important to ensure that the skills of workers were upgraded, and that the most vulnerable in society shared the benefits of the transition. The Ministry of Labour, Social Security and Welfare in Greece had designed active labour market policies (ALMPs) with a green dimension that focused in particular on promoting entrepreneurship for women and youth, subsidizing social insurance contributions of SMEs and subsidizing recruitment of researchers. It was important to share best practices as green growth was an important issue for everyone. Policies, however, needed to be designed and implemented at the national level.
- 117.** The Government member of Norway pointed out that there was a body of evidence on how to combine growth, job creation and sustainable practices. The ILO had a leading role in sharing lessons and experience from its green jobs programme. It should incorporate a focus on the environment into DWCPs, and build on successes from partnerships, such as the Green Jobs Initiative with UNEP and the Partnership for Action on Green Economy (PAGE) initiative with the United Nations Industrial Development Organization (UNIDO) and the United Nations Institute for Training and Research (UNITAR). The UN's ten-year framework on programmes on sustainable development could also serve as an entry point. Use of knowledge sharing platforms, such as the Green Growth Knowledge Platform, was also important. There were some sustainable practices against deforestation that could be shared. She noted that Employers and Governments had learned that prevention was cheaper than paying the costs of repairing damage to the environment. The ILO had the skills and research capacity to provide knowledge on the linkages between the world of work and the environment. The issue of decent work and green jobs had to be brought into the UNCSD Rio +20 and post-2015 development goals processes. Social dialogue could create political will and the ILO had a role to play in bringing that element to the sustainable development debate.
- 118.** The Government member of Australia affirmed that a coherent set of policies would support the transition to sustainable development. She gave the example of Australia's

<sup>5</sup> Bahrain, Kuwait, Oman, Qatar, Saudi Arabia and United Arab Emirates.

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Clean Energy Future package, which was her country's framework for reform. She noted that key sectors of the economy needed to be identified in the transition process. Workers in agriculture were particularly affected by climate change. It was important to invest in research and development for adaptation and to provide income support to people affected by climate change. An ILO study in 2011 highlighted the shortages in skilled workers and the need to invest in education and vocational training for the transition to green economy. To this end, Australia had created partnerships with the private sector and training institutions across states. It would also facilitate retraining workers to ensure the transition would be inclusive. The ILO had to continue working with other agencies. Labour and environmental policies were complementary. A bottom-up approach, including investing in enterprises and individuals, was necessary.

- 119.** The Government member of Switzerland stressed that the transition to a greener economy would take time and have varied consequences on enterprises and sectors. He emphasized the important role of social dialogue and noted that there were two levels of operation: bipartism and tripartism. Governments needed to respect the social partners' autonomy and independence to find solutions through bipartite dialogue as Employers and Workers were best placed to understand their own needs. When transition concerned several sectors, tripartite dialogue was required. The two approaches were complementary.
- 120.** The Government member of Kenya believed that it was critical to create a clear interface between green jobs and productivity, employment and competitiveness. Green jobs needed to be embedded in national development plans. A code of practice on green jobs could help governments, enterprises and workers. There was a need to strengthen linkages with global instruments like the ILO Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy. Linkages between green jobs and environmental, macroeconomic and fiscal policies needed to be made. It was important to coordinate among ministries to create synergies. He suggested that transition clauses be included in collective bargaining agreements to allow continuous discussion of a just and inclusive transition. Green jobs should also be the subject of regional and subregional forums.
- 121.** The Government member of Algeria stressed that security and health at work had to be included in all policies. Intersectoral coordination was important. Labour inspection and awareness raising were key. Enterprises should assess environmental impact and monitor performance indicators. An economic and social pact could create employment. Environmental protection was a cross-cutting theme which required the involvement of all partners.
- 122.** The Government member of Nigeria recognized the challenges which employers and workers are facing and recalled the importance of education and skills policy. The Government had to fund technical and vocational training institutions to ensure that graduates would find a green and decent job. Skills were essential to ensure that youth get sustainable jobs. It was only through green and decent jobs that sustainable development would be achieved.
- 123.** The Government member of Trinidad and Tobago emphasized the need to minimize challenges faced by employers and workers in the transition to sustainable development. There was a need for structures and guidance for national policy. Policy and institutional frameworks would assist employers in creating sustainable enterprises. Her Government had developed a programme to assist SMEs and micro-enterprises in this area. It encouraged public-private partnerships and ensured capacity building for all stakeholders through the country's green fund.
- 124.** The Government member of Zambia, speaking on behalf of the Africa group, drew attention to a lesson from previous transitions: ministries of labour had often been left out,

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resulting in few safeguards for workers. The transition to a green economy must ensure that employment remains central and decent work could be attained. All new DWCPs must mainstream green jobs and reflect environmental sustainability in their outcomes. Tripartism was essential to developing employment policies, along with better coordination between different government ministries and better engagement with non-governmental organizations. Green jobs should also be integrated into the work of regional organizations in a spirit of regional integration.

## **Point 6. Priorities for action and roles of member States, social partners and the Office**

- 125.** The Worker Vice-Chairperson stated that the transition to sustainability was complex and must not be approached in a piece-meal manner; that it required ongoing dialogue and that the last few years had seen increased awareness among all stakeholders. The Director-General was right in including a green initiative in his plans up to the centenary. The ILO would be called upon to assist and provide guidance as its expertise in social dialogue and its system of international labour standards were very pertinent to the issue. The ILO must work to ensure that it is very present in the post-2015 agenda. Labour would face challenges from the transition to green jobs and research was therefore needed. Decent Work Country Programmes ought to include a green jobs dimension and there should be pilot DWCPs to begin this process. The guidance contained in ILO standards and policy recommendations, while important, were not sufficient to deal with the transition to an environmentally sustainable economy and a revision of existing instruments was required. This should culminate in the development of a new instrument on just transition. There was a need for guidance on policies to train workers for new professions, on labour market instruments and to help companies be resilient in protecting jobs while also protecting the environment.
- 126.** The Employer Vice-Chairperson echoed various points contained in the ILO Director-General's Report, *Towards the ILO centenary: Realities, renewal and tripartite commitment*. These included: a focus on positive developments in achieving some of the MDGs despite the challenges; recognizing that atypical forms of work had become the norm; a call for stronger links between education and employment; stressing the importance of a positive attitude to social dialogue, ILO standards and the supervisory bodies; and the importance of coherence among UN agencies. However, the report underplayed the importance of sustainable enterprises in achieving ILO objectives. Governments must provide the legal and regulatory framework to enable enterprises to grow through intelligently combining market-based instruments, objective-focused regulations, targeted investment, public-private partnerships, procurement policies and awareness raising. Transitions would happen at different paces and in different ways and the solutions would therefore not be uniform.
- 127.** Planning was essential to minimize disruptions. The focus should be integrating a green perspective into all jobs, making processes, product use and service delivery more resource efficient, while enriching jobs. The important elements were: innovative technology; attitudinal change; the application of cradle-to-cradle thinking in design; changed value of commodities; an enhanced interest in resources; ecosystems and biodiversity; increased concerns about the security of energy and food; and recognition of the interconnectedness of us all. Training was crucial, starting with adapting school curriculums. ILO research provided good examples of successful experiences of the transition. Governments and others should share information with the ILO to be widely shared, particularly to SMEs, in electronic and hard copies such that they could be adapted for local circumstances. The ILO's research on skills analysis for environmentally stimulated enterprises needed to be made more accessible so that government, enterprises and the workforce have the

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necessary skills, and knew where they could acquire those skills. Technical cooperation in green jobs should also be continued. Although there were few truly new safety and health risks posed by transition, labour inspectors needed to be versed in the risks and the ILO should integrate these into their training programmes and act as a repository with information readily available on the internet.

- 128.** The social partners needed to be involved in ensuring a successful transition in several ways: through building skills, including in science and technology; by not standing in the way of enterprise and job creation; by ensuring capital formation and investment; and by supporting innovation. Social dialogue was the way to handle these concerns and manage the transition well; no new instrument was required. The regular review of Conventions should not be through the narrow lens of “green jobs”, but in the broader context of sustainable employment and social justice. The ILO should bring its strong mandate on employment to the table in discussions at the international level, while not duplicating efforts of other agencies. The employers would take practical steps to minimize their environmental footprint, minimize disruptions and make effective use of resources. Lastly, for their part employers would engage with workers, promote continuous improvement in environmental management systems, keep members informed of developments and provide guidance.
- 129.** The Government member of Zambia, speaking on behalf of the Africa group, underscored that the seriousness of the matters discussed should be reflected in action plans and budget allocations for the transition process. Mainstreaming of green jobs in national development plans and DWCPs should be discussed in national tripartite forums and further in national consultative forums with broader stakeholder participation. The ILO should: (i) prioritize global best practices dissemination to inspire national education and sensitization initiatives; (ii) encourage field offices to work under the One-UN delivery modality, which is inclusive of other key development stakeholders; and (iii) assist member States in their resource mobilization efforts.
- 130.** The Government member of Ireland, speaking on behalf of the EU and the governments of its Member States attending the Conference, attached importance to a functioning and active ILO and encouraged close cooperation with other UN organizations. The ILO should work with constituents towards inclusive green transitions and in this regard the EU was ready to cooperate. The eradication of poverty and the promotion of sustainable development are intrinsically linked and should be integrated into a single overarching post-2015 framework. The ILO has an important role to play in this regard. This would require participation and involvement of all interest groups, including civil society organizations, social partners and all levels of governments. The ILO should continue promoting its fundamental principles and address the need for reliable statistical data for a better understanding of the three sustainable development pillars and develop environmental monitoring, assessment and early warning systems.
- 131.** The Government member of the United States, speaking on behalf of the countries of the Industrialized Market Economy Countries (IMEC) attending the Conference,<sup>6</sup> (hereinafter referred to as the IMEC group), called for the conclusions to adequately define the ILO’s role in promoting sustainable development. Priority should be given to collecting data and undertaking research and analysis, for which the Office was well placed. This should be reflected in the new research strategy. The ILO Green Jobs Programme should continue

<sup>6</sup> Australia, Austria, Belgium, Canada, Czech Republic, Cyprus, Denmark, Estonia, Finland, France, Germany, Greece, Hungary, Iceland, Ireland, Italy, Japan, Korea (Republic of), Latvia, Lithuania, Luxembourg, Malta, Netherlands, New Zealand, Norway, Poland, Portugal, Romania, San Marino, Slovakia, Slovenia, Spain, Sweden, Switzerland, Turkey, United Kingdom and United States.

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sharing the outcomes of its work to equip member States to produce well-informed national policy responses. The development of new standards should only result from evidence of gaps in current standards.

- 132.** The Government member of Senegal encouraged each member State to establish a focal point to deal with sustainable development issues at national level and build a national platform involving all relevant stakeholders, including ministries such as economy and finance. The ILO should build the capacity of member States to develop complete sustainability reports and improve the efficiency of policies.
- 133.** The Government member of Canada advocated for tripartite constituents to have a role in the transition to a sustainable green economy. Government should fulfil its role to regulate and support initiatives through education and raising awareness to promote informed decision making, and set a good example. The ILO's future priorities should include: increased research and analytical capacity to fill the gaps identified in the Office report; continuous dissemination of good practices, assistance to social partners and member States, building their capacity in the context of DWCPs; and implementation and monitoring of relevant labour standards in member States. The ILO's tripartite perspective brought important expertise in multilateral partnerships and discussions; however, ILO needed to focus on issues under its mandate.
- 134.** The Government member of South Sudan stressed that ILO's priorities should be driven by the principle that a "one-size-fits-all" approach could not work. Every region needed a tailor-made strategy, to be defined through close cooperation with individual member States.
- 135.** The Government member of Algeria affirmed that both bilateral and multilateral cooperation were essential to develop strategies and exchange experiences, especially concerning technology and training for upgrading skills. Furthermore, the Office should promote training activities integrating academic and practical programmes and targeting all tripartite partners.
- 136.** The Government member of Trinidad and Tobago called for the ILO to provide technical assistance, training, education and awareness-raising programmes to support countries develop policies; and for administrative and institutional capacity building to manage changes and promote environmentally sustainable jobs and enterprises and decent work. Addressing specific regional, subregional and country environmental challenges would be particularly relevant to small island developing countries. The constituents could contribute to policy development through consultation.
- 137.** The Government member of Turkey recommended increasing capacity building on policy design for green jobs in response to the high demand. The Office should focus more precisely on capacity building for social dialogue, evaluating outcomes, establishing links between environmental and social protection and research and knowledge management. Various ministries should be supported. Turkey was participating in the ILO Green Jobs Programme, focusing on evaluation and analysis of green jobs, mapping of green jobs potential and the establishment of a task force to formulate a strategy with the participation of the social partners.
- 138.** The Government member of Kenya advocated focusing on technical cooperation, including capacity building for the social partners and assistance in developing relevant labour market institutions. A compendium or repository of information on green jobs would be critical, as well as strengthening the International Training Centre of the ILO in Turin and regional and national institutions of research and education. South-South Cooperation would provide an opportunity for developing exchange programmes to diffuse

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knowledge on best practices. The Office and the social partners should utilize existing toolkits, such as Start and Improve Your Business (SIYB) to help mainstream green jobs into existing frameworks.

- 139.** The Government member of Australia reaffirmed the view that the ILO's added value to the discourse on environmental sustainability is its ability to find common ground through tripartism. Any new strategy would need to be considered within the programme and budget to ensure that the promotion of green jobs is integrated within the broader goals of the ILO. The Office would need to: ensure that appropriate policy responses to environmental sustainability were implemented through the Decent Work Agenda and clarify the links between green jobs and the four pillars of decent work. The role of SMEs should be prioritized. Capacity building should include all phases of programme design and include sound monitoring and evaluation as well as risk mitigation. Bearing in mind the core mandate and expertise of the ILO, the Office would need to clarify the definition of green jobs for universal acceptance. A statistical definition of green jobs was also important in order to apply consistent statistical measures within and between countries. Information dissemination and the need for further monitoring and evaluation should also be prioritized. The Office should continue engagement with other UN agencies since green jobs will need to be developed within the broader green economy framework. And member States would need to transmit best practices to the ILO in order to facilitate the sharing of experiences.
- 140.** The Government member of Norway underscored that the existing ILO instruments provide a good and adequate basis for meeting the labour challenges in the transition to a green economy, including through the Global Jobs Pact, but the elements of existing ILO instruments that are most relevant to securing a just transition needed to be concretely identified and brought together. The Office should identify a suitable way of doing that.
- 141.** The Government member of Zimbabwe saw a continued role for ILO in helping to foster environmental sustainability by promoting the adoption and implementation of social protection, OSH and international labour standards. It would be important to simplify occupational safety, health and environmental management systems for small businesses and the informal sectors; ILO should redefine its global strategy on environmental OSH and encourage member States to implement such policies. It would also be important to continue mobilizing additional resources for testing green jobs initiatives and developing a database of best practices. Governments should continue enacting legislation to promote a culture of environmental sustainability through green jobs; employers should invest in green technology; and workers should be aware of national initiatives in order to assist in their promotion.
- 142.** The Government member of Samoa emphasized the importance of increasing technical and vocational education and training (TVET) programmes since in some countries that was the primary mechanism for the majority of workers to receive training and skills. It would also be important for the Office to continue its advocacy of labour mobility, which could be strengthened through South–South Cooperation.
- 143.** The Government member of Tunisia underscored the importance of assisting the transition from informal to formal employment as central to the promotion of sustainable development and green jobs. Structural adjustment policies should not impede greening of the economy. Measures needed to be developed to link social, economic and environmental development. Employment policy played a central role. The will to act and a change in mentality, along with good governance and the development of technology, were all essential.

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- 144.** The Government member of Mexico highlighted the most important areas of focus for the ILO in terms of sustainable development and the world of work. The ILO should promote decent employment created through the transition as the motor for development and this should govern all practical decision making. It should also promote the implementation of ILO standards and their use as guiding principles. The transition to a greener economy should not be used as a pretext to derogate from these standards. He added that it was therefore necessary to revise existing standards so they did not become redundant and were relevant to this process of transition. It was also important to find ways to better measure productivity and green job creation by incorporating the impact of the negative externalities of climate change. Tax measures were another area of importance and these could be channelled towards environmentally sound and job intensive infrastructure and development projects. The ILO was well placed in this debate due to its tripartite structure and this could help avoid any damaging effects of a transition to an environmentally sustainable economy.
- 145.** The Government member of South Africa reminded delegates that there was a human element to this debate and it was important the ILO ensured it was not lost. The ILO could help in understanding and dealing with the negative impacts of a transition and provide assistance in terms of advising on macroeconomic and employment policies in relation to sustainable development, green jobs and decent work. In addition, the ILO could help member States to ensure that national institutions could deal with emerging needs for skills. Tripartism and social dialogue were critical to making sure that appropriate policies were agreed upon and implemented.
- 146.** The Government member of the United States recommended that the ILO focus on employment assessments, skill needs and promoting fundamental principles and rights at work in a green economy. She underlined the importance of strengthening the ILO's ability to reach workers in informal sectors, particularly those that had a strong link to a green economy like agriculture, construction and waste management. Another element, usually with a large informal component, was e-waste which often involved very hazardous conditions of work and child labour. The ILO should prioritize these issues and continue to work in partnership with UNEP, the IOE, the ITUC, other UN organizations, international financial institutions and NGOs.
- 147.** The Government member of China proposed several priority areas for the Office. The ILO should further promote green jobs as central to the green economy; and encourage policy coherence, particularly in terms of economic, financial, fiscal and taxation policy. It should support governments in formulating policies to promote employment and green skills and entrepreneurship development, and to create an enabling environment for a green economy. It should support employers to adopt and implement CSR policies and support workers to participate actively. ILO should also help constituents to strengthen collaboration between ministries and countries, and to develop public-private partnerships to promote sustainable development. The ILO must become a centre of excellence for green initiatives, and support in particular developing countries in line with the common but differentiated responsibilities of countries. More effort was needed to look at the big picture and, for example, understand how youth employment issues could be integrated into the transition to a green economy.
- 148.** The Government member of Brazil informed delegates about last year's National Conference on employment and decent work in his country, which included a discussion on green jobs and green territorial development. It had concluded that skills training, the creation of green jobs, coherence of public policy making and implementation and social dialogue were crucial. The ILO could develop research, encourage technical cooperation and promote social dialogue. Another possible line of action could be the development of an observatory for decent work in the context of sustainable development.

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**149.** The Worker Vice-Chairperson expressed his delight at the positive spirit of cooperation in the Committee. The ILO had an important role to play and should cooperate with member States on training and skills issues, social protection and decent work more broadly in relation to sustainable development. It was reassuring that there was a great deal of agreement on the issues under discussion in the Committee, as previous transitions had not necessarily been just. It was crucial to ensure a just transition to an environmentally sustainable economy. The ILO should continue to research the impacts of this transition on labour markets and develop an instrument to allow decisions to be taken. In addition, the ILO should play an active role in post-2015 discussions and negotiations, as well as in the various international economic forums. Also, the ILO should take the Decent Work Agenda to international environmental discussions (such as the United Nations Framework Convention on Climate Change). It was clear that the transition would entail economic restructuring. However, if restructuring was done in line with the Decent Work Agenda and in accordance with ILO standards, future sustainability could be ensured.

**150.** The Employer Vice-Chairperson looked forward to the discussion next week and the recommendations going forward. She underlined that it was important to find ways to ensure interaction between the world of work and the world of education.

## **Discussion of the draft conclusions**

**151.** The Chairperson introduced the proposed conclusions and thanked the Drafting Group for its efforts.

### **Paragraph 1**

**152.** The Worker Vice-Chairperson introduced an amendment to insert “and development” after “growth”. The Employer spokesperson, Mr Phil O’Reilly from New Zealand, accepted the amendment.

**153.** The amendment was adopted.

**154.** The Worker Vice-Chairperson proposed to replace “at the heart of” with “at the centre of”. The Employer spokesperson agreed to the amendment.

**155.** The amendment was adopted.

### **Paragraph 2**

**156.** The amendment proposed by the Government members of the Africa group<sup>7</sup> to replace “d’importance égale” with “d’égale importance” in the French text was not introduced and therefore fell.

<sup>7</sup> Hereinafter speaking on behalf of the following 46 Government members of the Africa group: Algeria, Angola, Benin, Botswana, Burkina Faso, Burundi, Cameroon, Cap Verde, Central African Republic, Chad, Comoros, Congo, Côte d’Ivoire, Democratic Republic of the Congo, Djibouti, Egypt, Eritrea, Ethiopia, Gabon, Ghana, Guinea, Kenya, Lesotho, Liberia, Libya, Madagascar, Malawi, Mali, Mauritius, Mauritania, Morocco, Mozambique, Namibia, Niger, Nigeria, South Africa, Senegal, Seychelles, Sudan, Swaziland, Tanzania (United Republic of), Togo, Tunisia, Uganda, Zambia and Zimbabwe.

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### Paragraph 3

157. The amendment proposed by the Government members of the Africa group to replace “different” with “spécifiques” in the French text was not introduced and therefore fell.

### Paragraph 4

158. Paragraph 4 was adopted without amendment.

### Paragraph 5

159. The Government member of India introduced an amendment, seconded by the Government member of Sri Lanka, to replace the words “Environmental sustainability and Decent Work for all” with the words “Decent Work, poverty alleviation and environmental sustainability are three” in paragraph 5 of the text. He explained that poverty alleviation also was a defining challenge of the twenty-first century and that green jobs are an important vehicle for poverty alleviation, in particular in Asia, Africa and Latin America.
160. The Worker Vice-Chairperson supported the amendment for the reasons exposed by the Government member of India.
161. The Employer spokesperson questioned the need for this amendment, given that the words “eliminating poverty” appeared at the end of paragraph 5, but supported the amendment.
162. The amendment was adopted.
163. The Worker Vice-Chairperson introduced an amendment to insert the words “reducing inequalities” after the words “decent work for all” in the fourth line of paragraph 5. He emphasized that reducing inequalities had been part of the Committee discussions.
164. The Employer spokesperson supported the amendment.
165. The Government member of Brazil introduced a subamendment, seconded by the Government member of Argentina, to add the words “within and among countries” after the words in the original amendment.
166. The Employer spokesperson did not support the subamendment by the Government member of Brazil and suggested that reducing transnational inequalities was beyond the remit of the ILO.
167. The Worker Vice-Chairperson supported the subamendment and argued that it was central to the vision of the conclusions and therefore appropriate in the “Our vision” section of the document.
168. The Government members of the United States, Ireland (speaking on behalf of the governments of the Member States of the European Union),<sup>8</sup> and Canada did not support the subamendment for the reasons cited by the Employer spokesperson .

<sup>8</sup> Hereinafter speaking on behalf of the following 27 Governments of the Member States of the EU: Austria, Belgium, Bulgaria, Cyprus, Czech Republic, Denmark, Estonia, Finland, France, Germany,

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- 169.** The Government members of Argentina and India supported the subamendment arguing that inequalities between countries were very relevant to sustainable development.
- 170.** The Government member of Zambia, speaking on behalf of the Africa group, supported the amendment but did not support the subamendment.
- 171.** The Government member of Brazil said that it was not a surprise that certain Governments and the Employers' group did not support her subamendment. She stated that it was a fact that inequalities within and between countries were at the root of many of the world's problems and that trying to overcome this comprised much of what the United Nations did. She withdrew the subamendment.
- 172.** The amendment was adopted.

## Paragraph 6

- 173.** The Government member of Canada introduced an amendment submitted by the Government members of Canada, United States, Japan and Switzerland to replace paragraph 6 with the words "We consider the greening of economies, enterprises and jobs in the context of sustainable development and poverty eradication as one of the important tools for achieving sustainable development which could provide options for policy making". She suggested the amendment was simply to improve the readability of the paragraph and did not change the meaning.
- 174.** The Worker Vice-Chairperson supported the amendment.
- 175.** The Employer spokesperson noted the difficulty the Drafting Group had in agreeing the text of this paragraph, and therefore that it should be changed only if necessary. He wished to hear what Governments had to say.
- 176.** The Government member of Brazil did not support the amendment as it changed the meaning of the paragraph and there was no consensus as to the meaning of the term "greening of economies".
- 177.** The Government members of the Bolivarian Republic of Venezuela and India did not support the amendment for the same reasons as Brazil.
- 178.** The Government member of Canada withdrew the amendment.
- 179.** The Government member of Argentina introduced an amendment submitted by the Government members of Argentina, Brazil and Uruguay, to add in the third line, after "policy making.", the following sentence: "In this context, we welcome the document 'The Future We Want', adopted by the UNCSD Rio +20." It was important to refer to the UNCSD Rio +20 outcome document.
- 180.** The Worker Vice-Chairperson agreed with the proposed amendment.
- 181.** The Employer spokesperson reminded how difficult it had been to get to an agreement during the Drafting Group discussion with regard to inclusion of references to the UNCSD

Greece, Hungary, Ireland, Italy, Latvia, Lithuania, Luxembourg, Malta, Netherlands, Poland, Portugal, Romania, Slovakia, Slovenia, Spain, Sweden and United Kingdom.

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Rio +20 outcome document. The deal achieved by the Drafting Group was already reflected in the text and, therefore, he did not support the amendment.

- 182.** The Government member of Brazil recognized the difficulties faced by the Drafting Group, but insisted that at least one formal reference to the UNCSD Rio +20 outcome document was needed in consideration of the post-2015 agenda and the need for coherence within the United Nations system. The most appropriate section to insert that reference was the “Our vision” section at the beginning of the document.
- 183.** The Government member of India could not find anything wrong in endorsing a UN document as it was consistent with the frequent calls by ILO for multilateral coherence.
- 184.** The Government member of Turkey supported the amendment.
- 185.** The Government member of the Bolivarian Republic of Venezuela supported the amendment as it contained many relevant matters.
- 186.** The Government member of the United States, while agreeing with the Employers’ comments, envisaged the acceptance of the proposed amendment as the lone reference to the UNCSD Rio +20 conclusions in the document.
- 187.** The Government member of Zambia supported the amendment.
- 188.** The Government member of Ireland, speaking on behalf of the governments of the Member States of the EU, while expressing their preference with the original text, agreed that if there had to be a reference to the UNCSD Rio +20, that was the most appropriate place and supported the amendment.
- 189.** The Employer spokesperson reminded that the UNCSD Rio +20 had only been discussed briefly, and a reference did not reflect the consensus of the Committee’s general discussion. Nonetheless, he took note of the point raised by Governments for a single reference in the text and introduced a subamendment to replace the word “welcome” with the word “note”.
- 190.** The Government member of Brazil considered that “note” did not do justice to the major efforts that had led 195 countries to adopt “The Future We Want”. She rejected the subamendment and asked the Employers to reconsider their position.
- 191.** The Worker Vice-Chairperson appreciated the suggestion made by the Governments in relation to having this as the only reference to the UNCSD Rio +20 in the document and asked the Employers’ group to accept the amendment.
- 192.** The Employer spokesperson accepted the amendment underlining the general agreement on having this as the only unique reference to the UNCSD Rio +20 outcome document in the text.
- 193.** The amendment was adopted as proposed.
- 194.** The Government member of Zimbabwe introduced an amendment, seconded by the Government member of Zambia, to add after paragraph 6, a new paragraph: “Jobs are green when they help reduce negative environmental impact ultimately leading to environmentally, economically and socially sustainable enterprises and economies. More precisely, green jobs are decent jobs that reduce consumption of energy and raw materials, limit greenhouse gas emissions, minimize waste and pollution, protect and restore the ecosystem.” (Reference: ILO’s definition of green job in the Green Jobs Programme). The

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amendment was intended to provide a clearer understanding of what exactly is meant by “green jobs”.

195. The Employer spokesperson did not support the amendment as it did not add useful elements to the conclusions.
196. The Worker Vice-Chairperson agreed with the Employers’ group and did not support the amendment.
197. The Government member of Zimbabwe clarified the amendment was suggested to provide an easy reference to the definition of green jobs for the benefits of constituents.
198. The Government member of Senegal preferred to remain with the original text, by highlighting that paragraph 7 gave some explanation with regard to the concept of green jobs.
199. The amendment was not adopted.

## Paragraph 7

200. The Government member of Ireland, speaking on behalf of the governments of the Member States of the EU, introduced an amendment in the third line after “decent” to delete the comma. The Employer spokesperson and the Worker Vice-Chairperson both supported this deletion.
201. The amendment was adopted.
202. The Government member of Canada withdrew an amendment previous to its discussion.
203. The Government member of Argentina introduced an amendment, seconded by the Government members of Brazil and Uruguay, in the seventh and eighth lines to delete “low-carbon” and insert, after “economy”, “and patterns of sustainable consumption and production”.
204. The Worker Vice-Chairperson introduced a subamendment, to insert after “low-carbon”, “and patterns of sustainable consumption and production”.
205. The Government member of Argentina agreed to the Worker Vice-Chairperson’s subamendment.
206. The Employer spokesperson proposed a further subamendment, to insert after “sustainable economy”, “and patterns of sustainable consumption and production”.
207. The Worker Vice-Chairperson and the Government member of Argentina agreed with the additional subamendment.
208. The amendment was adopted as subamended.

## Paragraph 8

209. The Government member of Canada withdrew an amendment previous to its discussion. An amendment submitted by the Government member of Algeria and seconded by the Government member of Tunisia was not introduced and therefore fell.

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- 210.** The Government member of Zimbabwe introduced an amendment, seconded by the Government member of Zambia, in the fourth line after “avoiding pollution” to insert, “, minimizing and/or eliminating workplace hazards and risks”.
- 211.** The Employer spokesperson appreciated the amendment but stated that the issue had already been adequately captured in paragraph 13 and therefore did not support the amendment.
- 212.** The Worker Vice-Chairperson also supported the concept but agreed that the issue was elaborated further in the document. He did not support the amendment.
- 213.** The amendment was not adopted.

## **Paragraph 9**

- 214.** An amendment submitted by the Africa group was not introduced and thus fell.

## **Paragraph 10**

- 215.** The Government member of Argentina introduced an amendment submitted by the Government members of Argentina, Brazil, Chile, Colombia and the Bolivarian Republic of Venezuela to insert, in the first line, after “wide”, the words “and differentiated”. He argued that this was a conceptual issue and that countries were inevitably in different stages of development and this concept needed to be reinforced in the text.
- 216.** The Worker Vice-Chairperson supported the amendment. The Employer spokesperson reminded delegates that this paragraph had been the subject of intense negotiation in the Drafting Group and reflected a delicate balance of positions. The Employers did not support the amendment.
- 217.** The Government member of Ireland, speaking on behalf of the governments of the Member States of the EU, did not support the amendment.
- 218.** The Government member of Brazil then introduced a subamendment to delete, in the first and second lines, the words “on behalf of” and replace them with the word “from”.
- 219.** The Employer spokesperson supported the subamendment but not the amendment.
- 220.** The Government member of Senegal did not support the amendment.
- 221.** The Government member of the United States supported the subamendment but not the amendment as she felt this was already captured later in the text (in paragraph 12(f)).
- 222.** The Government member of India expressed the view that the amendment highlighted the important point that responsibility was commensurate with the ability to act and therefore his Government could support the amendment.
- 223.** The Government member of Australia did not support the amendment but supported the subamendment.
- 224.** The amendment was rejected and the subamendment was adopted.

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- 225.** The Government member of Brazil introduced an amendment submitted by the Government members of Argentina, Brazil, Chile, Colombia and the Bolivarian Republic of Venezuela to replace, in the second line, “capabilities and ability” with “capacities and responsibilities”. She stated this amendment introduced concepts that had been discussed by the Committee and that those who could lead on such issues, as they had resources to do so, had a responsibility to do this.
- 226.** The Worker Vice-Chairperson did not support the amendment. The Employer spokesperson concurred with the Workers’ group.
- 227.** The Government member of India argued that the words “capability” and “capacities” broadly meant the same thing but that it was crucial to introduce the concept of responsibilities as in the amendment, and he therefore supported the amendment.
- 228.** The Government member of Turkey supported the amendment.
- 229.** The Government member of Zambia argued that it would be useful to replace the word “ability” with the word “responsibility”.
- 230.** The Government member of Mexico urged delegates to retain the word “capabilities” but replace the word “ability” with the word “responsibility” as the Government member of India had suggested.
- 231.** The Government member of Sri Lanka supported a subamendment as introduced by a number of governments as above to replace the word “ability” with the word “responsibility”.
- 232.** The Government member of Senegal thought the wording in the original amendment worked well in French and he therefore supported it.
- 233.** The Government member of Pakistan supported the subamendment.
- 234.** The Government member of the United States preferred the original text as negotiated and did not support the amendment.
- 235.** The Government member of Ireland, speaking on behalf of the governments of the Member States of the EU, also preferred the original text as negotiated and did not support the amendment.
- 236.** The Chairperson moved to reject the amendment but gave the floor to the Government member of Brazil who asked the Chair to reconsider as there had been strong support for the amendment among Governments, particularly as subamended. She requested a second round of opinions.
- 237.** The Worker Vice-Chairperson said that “responsibilities” had already been mentioned various times in the conclusions. The Employer spokesperson agreed and added that the text talked about different pathways and needs. He did not support the amendment.
- 238.** The Government member of Zambia, speaking on behalf of the Government members of the Africa group, supported the amendment.
- 239.** The Government member of India pointed out that the word “responsibilities” was not mentioned anywhere in the conclusions. He requested those countries which have resources to make the world a better place for workers. Countries should not shy away from their responsibilities.

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- 240.** The Government member of Brazil reiterated that there was no mentioning of responsibilities in the text. This issue had to be incorporated in this paragraph or somewhere else in the text.
- 241.** The Government member of the United Arab Emirates, speaking on behalf of the Governments of the Gulf Cooperation Council (GCC) countries,<sup>9</sup> asked to stay with the original text.
- 242.** The Government member of China supported the amendment introduced by the Government member of Brazil.
- 243.** The Government member of Morocco supported the amendment by the Government member of Brazil.
- 244.** The Government member of the United States did not support the amendment and added that this issue of responsibilities was much larger than an ILO world of work issue, and it had not been brought up during the Committee discussion the week before.
- 245.** The Government member of Brazil pointed out that the issue had in fact been brought up the previous week and reminded that as the ILO was part of the United Nations, the issue needed to be included for the sake of coherence within the United Nations family.
- 246.** The Worker Vice-Chairperson agreed that the concept of responsibilities could be introduced somewhere in the text but did not support introducing it in this paragraph.
- 247.** The Employer spokesperson reiterated that there was no consensus on this amendment and that it should fall.
- 248.** The amendment was not adopted.
- 249.** The Government member of Argentina introduced an amendment submitted by the Government members of Argentina, Brazil, Chile, Colombia and the Bolivarian Republic of Venezuela to add, in the third line of paragraph 10, the words “in accordance with the reality of each state” after the word “act”.
- 250.** The Worker Vice-Chairperson introduced a subamendment to replace the words in paragraph 10 with a new paragraph as follows: “The path to environmentally sustainable development involves a wide range of efforts and actions from the ILO and member States who will have widely varying capabilities and abilities to act in accordance with the reality of each state. We note the principle of common but differentiated responsibilities as set out in the Rio Declaration on Environment and Development. In that context cooperation, information sharing and joint action within the mandate of the ILO will be valuable”.
- 251.** The Employer spokesperson supported the amendment and clarified how it read in the English language. He explained that the Worker Vice-Chairperson and the Employer spokesperson had worked together on this form of words in order to accommodate member States in bringing the UNCSD Rio +20 outcomes to the discussions. He requested however that member States bear in mind that the workers’ and employers’ organizations were not States and that the Committee’s deliberations must reflect the fact that the ILO has a unique tripartite perspective which must be facilitated. He noted that nobody in the

<sup>9</sup> Hereinafter speaking on behalf of the following six Government members of the GCC: Bahrain Kuwait, Oman, Qatar, Saudi Arabia and United Arab Emirates,

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Committee was challenging the fundamentals of the importance of incorporating a decent work perspective to the discussions on sustainable development.

- 252.** The Government member of Brazil welcomed the subamendment introduced by the Worker Vice-Chairperson. She proposed two further subamendments: to replace the words “who will have” with the words “who have”; and to replace the word “note” with the word “recall”.
- 253.** The Employer spokesperson and the Worker Vice-Chairperson supported the further amendments proposed by the Government member of Brazil.
- 254.** The Government member of the United States did not support the amendment because the rights of workers were at the heart of what the ILO does and the amendment could be read to imply that there were different expectations on member States’ respect of fundamental principles and rights.
- 255.** The Government member of India supported the subamendment introduced by the Worker Vice-Chairperson and the further subamendments introduced by the Government member of Brazil. He noted that there was no confusion and that there was consensus that we were talking about environmentally sustainable development.
- 256.** The Government member of Argentina supported the subamendment and further amendment.
- 257.** The Worker Vice-Chairperson clarified that his subamendment aimed only to link the Committee’s discussions to the Rio Declaration on Environment and Development and not to suggest that different member States had different responsibilities in respect of fundamental principles and rights.
- 258.** The amendment was adopted as subamended.
- 259.** The Government member of India introduced an amendment seconded by the Government member of Pakistan to insert after paragraph 10, a new paragraph: “Developing countries may not have adequate resources or access to appropriate technology for transition to environmentally sustainable economies. Therefore international cooperation should ensure adequate financial resources, equitable technology transfer and technical assistance for inclusive green growth in the interest of tripartite constituents globally, including poorest countries”.
- 260.** The Worker Vice-Chairperson appreciated the proposal made by the Government member of India but preferred to address those issues in paragraph 12, and therefore rejected the amendment proposed.
- 261.** The Employer spokesperson also rejected the amendment proposed.
- 262.** The Government member of India asked for clarification to be sure the postponement did not imply a complete refusal to deal with the issues raised and the Government member of Zimbabwe expressed the same concern.
- 263.** Upon confirmation by the Chairperson that the issues raised would be addressed during the revision of paragraph 12, the amendment was rejected.

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## Paragraph 11 chapeau

264. The Employer spokesperson withdrew two amendments and the chapeau was adopted without amendment.

## Paragraph 11(a)

265. The Government member of Morocco introduced an amendment regarding the French translation, in the first line, insert “une” between “donne” and “forme concrète”.

266. The Worker Vice-Chairperson and the Employer spokesperson both agreed with the amendment.

267. The amendment was adopted.

## Paragraph 11(b)

268. The Employer spokesperson introduced an amendment to replace “buildings” with “construction”, indicating that such language is more consistent with sector terminology.

269. The Worker Vice-Chairperson agreed with the amendment.

270. The amendment was adopted.

## Paragraph 11(c)

271. The Government member of Zimbabwe withdrew an amendment previous to its discussion.

272. The Government member of Ireland, speaking on behalf of the governments of the Member States of the EU, withdrew an amendment in favour of a similar amendment to be discussed.

273. The Government member of India, seconded by the Government member of Pakistan, introduced an amendment to insert after “payments for environmental services” the phrase “to local communities”. However, before moving forward with his proposal, he requested clarification from the drafting team on who was expected to provide payments for environmental services. The deputy representative of the Secretary-General (Mr Peter Poschen, Director of the Enterprises Department) explained that the report before the Committee identified a variety of modalities by which the poorest segments of society could be compensated for environmental services including through public resources. In response, the Government member of India indicated that this places the financial burden on the state rather than the polluter, which is unacceptable and therefore withdrew the amendment.

274. The Government member of Ireland, speaking on behalf of the governments of the Member States of the EU, introduced an amendment to insert in the line following subsection (c) after “and” the word “faces”.

275. The Worker Vice-Chairperson and the Employer spokesperson both agreed with the amendment.

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276. The amendment was adopted.

277. The Employer spokesperson withdrew an amendment previous to its discussion.

### **Paragraphs 11(d) and (e)**

278. Paragraphs 11(d) and (e) were adopted without amendment.

### **Paragraph 11(f)**

279. The Employer spokesperson withdrew an amendment.

280. The Government member of Senegal, speaking on behalf of the Africa group, withdrew an amendment previous to its discussion.

### **Paragraphs 12 chapeau and 12(a)**

281. Paragraphs 12 chapeau and 12(a) were adopted without amendment.

### **Paragraph 12(b)**

282. The Government member of Turkey withdrew an amendment previous to its discussion and another amendment fell as it was not seconded.

### **Paragraph 12(c)**

283. Paragraph 12(c) was adopted without amendment.

### **Paragraph 12(d)**

284. The Government member of Argentina, on behalf of Brazil, Colombia and the Bolivarian Republic of Venezuela, introduced an amendment in the second line, after “enterprises”, to insert “workers,”. He emphasized that workers and consumers have different rights, which should be recognized.

285. The Employer spokesperson rejected the amendment, stating that various clauses contained in paragraph 12 already outline a number of principles which should guide the transition, including the rights of workers as well as ensuring a vibrant enterprise sector. The rights of workers were also outlined in a number of other sections of the document.

286. The Worker Vice-Chairperson supported the amendment.

287. The Government members of Brazil, Senegal and Zambia also supported the amendment.

288. The amendment was adopted.

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## Paragraph 12(e)

289. The Government member of Argentina withdrew an amendment previous to its discussion.
290. The Government member of Ireland, speaking on behalf of the governments of the Member States of the EU, introduced an amendment to replace, “work to anticipate” in the second line of paragraph 12(e) with “including as appropriate: anticipating”. She suggested this made the text clearer and separated the different elements outlined in this paragraph better.
291. The Employer spokesperson supported the amendment.
292. The Workers Vice-Chairperson expressed the view that the original Spanish text was clearer.
293. The amendment was adopted.

## Paragraph 12(f)

294. The Government member of Senegal withdrew an amendment previous to its discussion.
295. The Government member of Argentina introduced an amendment on behalf of the Government members of Argentina, Brazil, Chile, Colombia and the Bolivarian Republic of Venezuela to insert, in the second line after the word “countries”, the words “according to their stages of development”. He argued this concept needed to be taken into account as it was reflected in many international debates and agreed texts.
296. The Employer spokesperson proposed a subamendment to delete “according to” and replace it with “including”.
297. The Worker Vice-Chairperson supported the amendment as subamended by the Employers’ group.
298. The Government member of Argentina supported the amendment as subamended by the Employers’ group.
299. The amendment was adopted as subamended.

## Paragraph 12(g)

300. The Government member of Brazil introduced an amendment submitted by the Government members of Argentina and Brazil to add a new subparagraph (g) into paragraph 12 as follows: “In implementing sustainable development strategies it is important to foster international cooperation among countries, including through the provision of financial resources, technical assistance and technology transfer to developing countries.” She noted there was no other reference to international cooperation in the text and that this amendment linked with an earlier discussion of an amendment submitted by the Government member of India under paragraph 10.
301. The Employer spokesperson stated the issues raised in this amendment had been the subject of intense debate and negotiation in the Drafting Group. The Employers’ group was mindful of these issues and those raised earlier by the Government member of India and proposed a subamendment which might bridge the two amendments. In the second

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line, he suggested to insert a full stop “.” after the word “countries”, and to delete the words “including through the provision of financial resources, technical assistance and technology transfer to developing countries.” Then, after this first sentence, he would insert a new sentence, “In this context we recall the outcome of the UNCSO Rio +20”.

302. The Workers spokesperson supported the amendment as subamended by the Employer group.
303. The Government member of India reminded delegates that these issues had been under discussion in the international arena since the 1992 United Nations Conference on Environment and Development. He argued that it was difficult to understand why the modalities of providing financial resources, technical assistance and technology transfers were so problematic and had been deleted by the Employers’ group in their subamendment. He believed that these words would be hollow if we could not be more concrete and reflect the reality of international aid and development practices.
304. The Government member of Tunisia supported the amendment.
305. The Government member of Zambia supported the proposed amendment and asked the Employers’ and Workers’ groups to reconsider their view.
306. The Government member of the United States supported the subamendment by the Workers and Employers.
307. The Government member of Ireland, speaking on behalf of the governments of the Member States of the EU, accepted the subamendment by the Workers and Employers.
308. The Government member of Brazil agreed with the amendment as subamended by the Employers and asked for an addition as follows: “In this context we recall the outcome document of the UN Conference on Sustainable Development (Rio +20) in particular section VI: Means of implementation”.
309. The Employer spokesperson suggested a further subamendment to replace “in particular” with “including”.
310. The Worker Vice-Chairperson agreed with the Employers’ further subamendment.
311. The secretariat read the paragraph resulting from the subamendments: “12(g) In implementing sustainable development strategies it is important to foster international cooperation among countries. In this context we recall the outcome document of the UNCSO Rio +20, including Section VI: Means of implementation”.
312. The Government member of Argentina supported the subamendments as read by the secretariat.
313. The amendment was adopted as subamended.

### **Paragraph 13 chapeau**

314. The Government member of Zambia withdrew an amendment previous to its discussion.
315. The chapeau was adopted without amendment.

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### **Paragraph 13(1)**

**316.** The Government member of Zambia withdrew an amendment previous to its discussion.

**317.** Paragraph 13(1) was adopted without amendment.

### **Paragraph 13(2)**

**318.** The Worker Vice-Chairperson introduced the amendment to add “and coordination” after “cooperation” in the second line.

**319.** The Employer spokesperson supported the amendment.

**320.** The amendment was adopted as proposed.

**321.** The Government member of Trinidad and Tobago introduced the amendment to replace “the fields of” with “various fields including” in the third line in order to provide space for other fields that were not included.

**322.** Both the Employer spokesperson and the Worker Vice-Chairperson supported the amendment.

**323.** The amendment was adopted as proposed.

**324.** The Worker Vice-Chairperson introduced an amendment to include the word “health” after the words “energy, transport” in the fourth line of paragraph 13(2).

**325.** The Employer spokesperson supported the amendment.

**326.** The Government member of Brazil also supported the amendment.

**327.** The amendment was adopted as proposed.

**328.** The Government member of Zambia, speaking on behalf of the Africa group, withdrew an amendment to delete the word “national” in the seventh line of paragraph 13(2).

**329.** The Government member of Zambia, speaking on behalf of the Africa group, withdrew an amendment to insert the word “national” after the word “regional” in the sixth line of paragraph 13(2).

### **Paragraph 13(3)(a)**

**330.** The Government member of India introduced an amendment, seconded by the Government member of Bangladesh, to add the words “However these should not create any trade barriers” after the word “markets” in the eighth line. He argued that this was consistent with the outcome document of the UNCSD Rio +20, which has been accepted by the Committee.

**331.** The Worker Vice-Chairperson did not support the amendment.

**332.** The Employer spokesperson did not support the amendment. While Employers were in favour of free trade and he agreed with the substance of the amendment, he referred to the

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Employers' agreement with the Workers that the issue of free trade would not be included in the conclusions.

**333.** The Government member of Brazil supported the amendment. She queried what the term “energy poverty” in paragraph 13(3)(a) meant.

**334.** The Government member of India argued that free trade was an engine for growth and that it was important that industrialized countries kept their borders open so that poorer countries could develop green jobs; and that trade would help to create green jobs globally.

**335.** The Government member of Mexico supported the amendment, but recognized the Workers' concerns that the drive to create jobs could lead to a lack of respect for international labour standards.

**336.** The amendment was not adopted.

### **Paragraph 13(3)(b)**

**337.** The Government member of Argentina, speaking on behalf of Argentina, Brazil, Colombia, Uruguay, and the Bolivarian Republic of Venezuela withdrew an amendment to delete the word “Intelligent” in the first line.

**338.** The Worker Vice-Chairperson introduced an amendment to replace the word “Intelligent” in the first line with the word “Appropriate”.

**339.** The Employer spokesperson supported the amendment.

**340.** The amendment was adopted.

**341.** The Government member of Zambia, speaking on behalf of the Africa group, withdrew an amendment to replace the words “quality employment” with the words “the creation of quality jobs”.

### **Paragraph 13(3)(c)**

**342.** The Worker Vice-Chairperson introduced an amendment to insert the words “as well as public–public partnerships” after the words “public–private partnerships”.

**343.** The Employer spokesperson sought clarification on what the term public–public partnerships meant.

**344.** The Workers explained that it could mean partnerships between public enterprises in the same country or between public enterprises in different countries.

**345.** The Employer spokesperson supported the amendment.

**346.** The amendment was adopted.

**347.** The Worker Vice-Chairperson introduced an amendment to insert the words “water management and sanitation” after the word “agriculture” in the tenth line.

**348.** The Employer spokesperson supported the amendment.

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349. The amendment was adopted.
350. The Worker Vice-Chairperson introduced an amendment to insert the word “recycling” after the words “resource-intensive industries” in the tenth line.
351. The Employer spokesperson supported the amendment.
352. The amendment was adopted.

### **Paragraph 13(3)(d)**

353. The Government member of the United States, speaking on behalf of Canada, the United States, Japan and Switzerland introduced an amendment to replace the word “also” with the word “often” in the first line.
354. The Worker Vice-Chairperson did not support the amendment as he felt it weakened the sentence.
355. The Employer spokesperson declared his support but said he would await government views before supporting or rejecting the amendment.
356. The Government member of Ireland, speaking on behalf of the governments of the Member States of the EU supported the amendment suggesting it was a better reflection of reality.
357. The Government member of Brazil suggested that the amendment simply stated a factual situation and wondered why the Worker Vice-Chairperson was rejecting the amendment.
358. The Worker Vice-Chairperson withdrew his objection of the amendment.
359. The amendment was adopted as proposed.

### **Paragraph 13(3)(e)**

360. The Worker Vice-Chairperson introduced an amendment to delete, in the first line, “and the protection of workers’ rights”. The Employer spokesperson understood this was because it referred to both regulatory and non-regulatory frameworks and therefore supported the amendment as entirely appropriate.
361. The amendment was adopted as proposed.
362. The Government member of Ireland, speaking on behalf of the governments of the Member States of the EU, introduced an amendment to insert in the second line “including the promotion of corporate social responsibility (CSR)” after the word “frameworks” and asked social partners to express their views.
363. The Employer spokesperson suggested a subamendment: insert a new sentence at the end of paragraph 13(3)(e) stating “Corporate social responsibility will be useful in the context of voluntary frameworks.” to stress that it is not mandatory.
364. The Worker Vice-Chairperson did not support the amendment or subamendment.

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- 365.** In view of lack of consensus, the Government member of Ireland, speaking on behalf of the governments of the Member States of the EU, withdrew the amendment.
- 366.** The Employer spokesperson introduced an amendment replacing “regulations” with “frameworks” to be consistent with the previous sentence. The Worker Vice-Chairperson agreed with the amendment.
- 367.** The amendment was adopted as proposed.
- 368.** The Government member of Zambia, speaking on behalf of the Africa group, withdrew an amendment previous to its discussion.

### **Paragraph 13(3)(f)**

- 369.** The Government member of the United Arab Emirates, speaking on behalf of the GCC, introduced an amendment, which was seconded by the Government member of Trinidad and Tobago, to replace “SMEs” by “MSMEs” and do this throughout the document.
- 370.** The Employer spokesperson and the Worker Vice-Chairperson accepted the amendment, which was adopted.
- 371.** As a consequence, a subsequent amendment submitted by the Government members of Barbados and Trinidad and Tobago, and two others by the Worker members suggesting the same text revision to paragraph 13(3)(f), fell.
- 372.** The Government member of Zambia, speaking on behalf of the Africa group, withdrew an amendment to paragraph 13(3)(f) previous to its discussion.

### **Paragraph 13(3)(g)**

- 373.** Two amendments to paragraph 13(3)(g) were not introduced and therefore fell. Two amendments to paragraph 13(3)(g) submitted by the Government members of Barbados and Trinidad and Tobago and the Workers’ group to replace “SMEs” with “MSMEs” fell as the requests were taken care of in the earlier amendment submitted by the Government member of the United Arab Emirates, speaking on behalf of the GCC, for paragraph 13(3)(f).

### **Paragraph 13(3)(h)**

- 374.** The Government member of Argentina introduced an amendment submitted by the Government members of Argentina, Brazil, Chile, Colombia and the Bolivarian Republic of Venezuela to insert, in the first line, “comprehensive” before “lifelong”. The Employer spokesperson and the Worker Vice-Chairperson accepted the amendment, which was adopted.
- 375.** The Government member of Argentina introduced an amendment submitted by the Government members of Argentina, Brazil, Chile, Colombia and the Bolivarian Republic of Venezuela to insert, in the fourth line, “workers in particular” before the words “young people” to emphasize the collective concept, before mentioning the specific groups of workers. The Employer spokesperson and the Worker Vice-Chairperson agreed with the amendment, which was adopted.

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- 376.** An amendment to paragraph 13(3)(h) submitted by the Government member of Algeria was not introduced and therefore fell.
- 377.** The Government member of Morocco introduced an amendment submitted by the Government members of the Africa group to replace, in the last line of the French version, the word “retirer” with the word “tirer”. The amendment was adopted and it did not affect the English and Spanish versions of the document.
- 378.** The Government member of Namibia introduced an amendment to paragraph 13(3)(h), seconded by the Government member of Zambia, to add at the end of the paragraph “Equally, training programmes need to target displaced workers, those who lost jobs due to greening to ensure their swift re-entry into the labour market.” to stress on the importance of assisting workers inevitably affected by jobs losses.
- 379.** The Employer spokesperson and the Worker Vice-Chairperson supported the amendment, which was adopted as proposed.

### **Paragraph 13(3)(i)**

- 380.** The Government member of the United States introduced an amendment submitted by the Government members of Canada, the United States and Japan, to delete the sentence “Switching from fossil fuels to renewable, for instance, entails changes in the occupational health situation.” as it was not felt necessary in this context to provide an example. The Employer spokesperson asked for the Workers’ group’s opinion before confirming his agreement with the proposed amendment. The Worker Vice-Chairperson did not support the amendment. The Government member of the United States withdrew the amendment.
- 381.** The Government member of Trinidad and Tobago, speaking also on behalf of the Government member of Barbados, introduced an amendment in the fifth line to insert after “occupational” the text “safety and”. She also introduced a subamendment in the fifth line to replace “situation” with “standards”.
- 382.** The Employer spokesperson accepted the proposed amendment but rejected the subamendment on the basis that it was the situation and not the standards which changed in the transition.
- 383.** The Worker Vice-Chairperson agreed with the Employer spokesperson.
- 384.** The Government member of Trinidad and Tobago withdrew the subamendment.
- 385.** The amendment was adopted.
- 386.** Two amendments submitted by the Government member of Algeria were not introduced and therefore fell.

### **Paragrapah 13(3)(j)**

- 387.** The Government member of Senegal withdrew two amendments previous to their discussion.

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### Paragraph 13(3)(l)

- 388.** The Government member of Ireland, speaking on behalf of the governments of the Member States of the EU, introduced an amendment in the third line after “help” to replace the words “enterprises and workers” with “unemployed, workers and enterprises”. The amendment was supported by the Worker Vice-Chairperson.
- 389.** The Employer spokesperson supported the amendment but proposed a subamendment to insert after “workers” the phrase “, including unemployed workers,”. It was his intention to ensure that active labour market policies target both the employed and the unemployed.
- 390.** The Government member of Ireland, speaking on behalf of the governments of the Member States of the EU, accepted the Employers’ subamendment and the amendment was adopted as subamended.

### Paragraph 13(3)(m)

- 391.** The Government member of India, seconded by the Government member of Bangladesh, introduced an amendment in the first line to replace “International” with “ILO”. He underscored that other organizations including the International Organization for Standardization (ISO), are creating labour standards without tripartite engagement, so he felt that the text needed to clarify which standards were being referenced.
- 392.** The Employer spokesperson requested the Office to clarify the correct terminology. The deputy representative of the Secretary-General explained that international labour standards referred only to those standards adopted by the ILO.
- 393.** Based on the explanation provided by the Office, the Government member of India presented a subamendment in the first line after “International Labour Standards” to include “adopted by the ILO”.
- 394.** The Worker Vice-Chairperson rejected the amendment and subamendment.
- 395.** The Government members of Brazil, Mexico and Argentina supported the amendment and subamendment proposed by the Government member of India, recognizing the importance of the reference to the ILO.
- 396.** The Government member of Canada rejected the amendment and subamendment as the standard reference to international labour standards did not include the ILO qualifier.
- 397.** The Government member of Brazil proposed an alternative subamendment to add a footnote to explain the definition of international labour standards.
- 398.** The Worker Vice-Chairperson rejected the amendment, subamendment and alternative subamendment, preferring to retain the original language.
- 399.** The Employer spokesperson also rejected the amendment and both subamendments, stating that the terminology for referring to international labour standards had not changed since 1919 and the Committee should not set a precedent.
- 400.** The Government member of Australia stated that labour standards agreed outside of the ILO, such as those by ISO, were referred to as “transnational labour standards”, not international labour standards. She rejected the amendment, subamendment and alternative subamendment.

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**401.** A representative of the Legal Adviser of the Conference explained that only standards adopted by the International Labour Conference, i.e., Conventions and Recommendations, are referred to as international labour standards, and that the ILO qualifier, which refers both to the Organization and to the Office, was not appropriate.

**402.** The Government member of India subsequently withdrew his amendment.

#### **Paragraph 14**

**403.** The Government member of Morocco withdrew an amendment before it was discussed.

**404.** Paragraph 14 was adopted without amendment.

#### **Paragraph 15**

**405.** The Government member of Namibia withdrew an amendment before it was discussed.

**406.** The Government member of Ireland, speaking on behalf of the governments of the Member States of the EU, introduced an amendment to insert in paragraph 15(a), in the second line, the words “in particular” after the word “development” to clarify the text.

**407.** The Employer spokesperson expressed the view that this changed the meaning of the paragraph and rejected this amendment.

**408.** The Worker Vice-Chairperson agreed with the Employers and also rejected the amendment.

**409.** The amendment was withdrawn.

**410.** The Government member of India introduced an amendment, seconded by the Government member of Bangladesh, to insert in paragraph 15(a), after “investments and” the words “equitable transfer of technology”.

**411.** The Worker Vice-Chairperson confirmed his group could not support this amendment. The Employer spokesperson also could not support this amendment.

**412.** The amendment was rejected.

**413.** The Government member of India withdrew an amendment before it was discussed.

**414.** The Government member of Namibia introduced an amendment, seconded by the Government member of Zambia, to insert a new subparagraph “(c)” in paragraph 15, as follows: “Design and use effective monitoring and data collection tools and information systems to monitor and evaluate the impact of the green economy on jobs”. She explained the issues in this amendment needed to be clarified in the current text and that this was clearly a role for governments and thus fit in this section.

**415.** The Employer spokesperson hesitated to give an opinion before listening to what the Governments had to say as he felt it was not the role of the social partners to determine the responsibilities of governments without listening to them first. Assuming the Governments agreed with the amendment, he wished to introduce two subamendments: in the first line of the amendment, after the word “use” insert the words “efficient and” to take into account the cost of compliance; and also to replace, in the second line, the word “green” by

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“greening of the”, to underline the importance of measuring the impact of the process of greening the economy which is a dynamic process.

- 416.** The Worker Vice-Chairperson supported the amendment as subamended by the Employers but also agreed that it was important to listen to Governments.
- 417.** The Government member of Zimbabwe supported the amendment as subamended by the Employers, as did the Government member of Senegal.
- 418.** The Government member of India expressed some reservations on both the original amendment and the amendment as subamended. He argued that it was premature to ask Governments to do this kind of work as the concept of green economy was not clear.
- 419.** The Government member of Mexico supported the amendment as subamended by the Employers.
- 420.** The Government member of Brazil concurred with the Government member of India that collecting data and statistics would be extremely difficult to do with a concept that was not defined properly. She agreed with the idea of the ILO carrying out research in this area but it was not possible for Governments to carry out the activities described in the amendment even as subamended.
- 421.** The Government member of Namibia accepted the amendment as subamended and added that this presupposed the acceptance of two other amendments concerning Office support to constituents and developing a blueprint for greening the economy.
- 422.** The Worker spokesperson stated that it was very important for Governments to assume their responsibility in a just transition.
- 423.** The Government member of Canada proposed a further subamendment to reflect the debate on the capacity to gather data and monitor impact and allow those countries already doing it to share their experiences through the ILO. The subamendment was as follows: “15(c) where possible, design and use efficient and effective monitoring and data collection tools and information systems to monitor and evaluate the impact of the greening of the economy on jobs and, where appropriate, share best practices with the ILO so that those best practices can inform the ILO’s work in this area”.
- 424.** The Government member of India recognized the need to collect data even if difficult and mentioned that methodology had to be developed within the national context. He supported the subamendment introduced by the Government member of Canada.
- 425.** The Government member of the United States agreed it was a good idea to address this issue and supported the proposed subamendment by the Government member of Canada.
- 426.** The Government member of Ireland, speaking on behalf of the governments of the Member States of the EU, strongly supported the subamendment introduced by the Government member of Canada.
- 427.** The Worker spokesperson and the Employer spokesperson supported the subamendments.
- 428.** The amendment was adopted as subamended.

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## Paragraph 16(d)

429. The Government member of India, seconded by the Government member of Sri Lanka, introduced an amendment to insert “which are equitably accessible to all” after “clean technologies”.
430. The Employer spokesperson and the Workers’ group rejected the amendment noting that this paragraph was about the role of social partners and was not the right place to mention this issue.
431. The amendment was not adopted.

## Paragraph 18 subtitle

432. The Employer spokesperson introduced an amendment to include the words “and dissemination” after the word “management” in the subsection’s title. He argued that the inclusion of the word “dissemination” better reflected the contents of the paragraphs therein.
433. The Workers’ group supported the amendment.
434. The amendment was adopted.

## Paragraph 18(b)

435. The Government member of Ireland, speaking on behalf of the governments of the Member States of the EU, introduced an amendment to insert the words “in particular learning from the Green Jobs Programme” after the word “practices” in the first line.
436. The Workers’ group supported the amendment.
437. The Employer spokesperson proposed a subamendment to replace the words “in particular” in the amendment to the words “for example”.
438. The amendment was adopted as subamended by the Employer spokesperson.
439. The Government member of Ireland, speaking on behalf of the governments of the Member States of the EU, introduced an amendment to insert the words “the Decent Work Agenda in” after the word “integrating” in the second line. She argued that it was more consistent with the rest of the text and showed that the intent was to integrate decent work into knowledge sharing activities.
440. The Employer spokesperson rejected the amendment but clarified that he did not reject the notion of decent work, or the idea of integrating it into the work of the Office in all respects. It was rather to keep the scope of knowledge sharing as broad as possible.
441. The Workers’ group rejected the amendment, supporting the logic of the Employer spokesperson.
442. The amendment was not adopted.
443. The Government member of Zambia, speaking on behalf of the Africa group, withdrew an amendment previous to its discussion.

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## Paragraph 18(c)

444. The Government member of Ireland, speaking on behalf of the governments of the Member States of the EU introduced an amendment to change the words “which might” with the words “aiming to” in the first line so as to make the intent of the research stronger.
445. Both the Employer spokesperson and the Workers’ group supported the amendment.
446. The amendment was adopted.
447. The Government member of Ireland, speaking on behalf of the governments of the Member States of the EU introduced an amendment to insert the words “on new and changing skill requirements” after the word “transition” in the second line. She argued that it better reflected the Committee discussions and made the paragraph more specific.
448. The Workers’ group was not comfortable with the change as the paragraph discussed needs of workers during transition in a broader context, and thus rejected the amendment.
449. The Employer spokesperson rejected the amendment, but clarified that he accepted the spirit of it and argued that it was covered elsewhere in the document.
450. The amendment was not adopted.
451. The Government member of Namibia, seconded by the Government member of Zambia, introduced an amendment to insert the words “building on activities carried through the Green Jobs Programme” at the end of paragraph 18(c). She argued that many countries had benefitted from the ILO’s Green Jobs Programme since 2008 and that other countries stood to benefit.
452. The Employer spokesperson rejected the amendment, arguing the Green Jobs Programme was referred to in paragraph 18 already and there was no need for a second reference.
453. The Worker Vice-Chairperson rejected the amendment for the same reason as the Employer spokesperson.
454. The amendment was not adopted.

## Paragraph 18(d)

455. The Worker Vice-Chairperson introduced an amendment to delete the words “and after reference to the Governing Body” in the second line, arguing that it was not necessary for the Office to first refer to the Governing Body when examining international labour standards.
456. The Employer spokesperson supported the amendment.
457. The amendment was adopted.
458. The Government member of Canada, speaking on behalf of the Government members of Canada, the United States, Japan and Switzerland, introduced an amendment to remove the words: “The Governing Body may wish to consider the convening of a committee of experts to give further guidance on issues related to the greening of economies, green jobs and a just transition for all;”. She argued that this belonged better in paragraph 22 of the document entitled “The way forward” as it dealt with future activities.

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459. The Worker Vice-Chairperson rejected the amendment.
460. The Employer spokesperson introduced a subamendment to retain the sentence and add the words “We note that in paragraph 22 of these conclusions that” before the words “The Governing Body” at the beginning of the second sentence of paragraph 18(d).
461. The amendment was adopted as subamended.
462. The Government member of Norway withdrew an amendment previous to its discussion.
463. The Worker Vice-Chairperson introduced an amendment to replace, in the fourth line the word “committee” with “tripartite meeting”.
464. The Employer spokesperson agreed with the amendment.
465. The amendment was adopted.
466. As a consequence two similar subsequent amendments fell, one proposed by the Employer members and one by the Government members of Argentina, Brazil, Colombia, Uruguay and the Bolivarian Republic of Venezuela.

### **Paragraph 18(e)**

467. The Government member of Switzerland, speaking on behalf of the Government members of Canada, the United States, Japan and Switzerland, introduced an amendment to delete the words “through greater energy efficiency and resource use” as this was not part of the ILO mandate.
468. The Employer spokesperson supported the amendment because it was unnecessarily restrictive to limit the greening of enterprises to matters of energy efficiency and resource use.
469. The Worker Vice-Chairperson introduced a subamendment to maintain the original text and insert after “through” the words “among others”.
470. The Government member of Brazil supported the amendment but not the subamendment, as it would provide the Office with enough guidance without further narrowing it down to one specific example.
471. The Employer spokesperson offered an alternative subamendment: to insert the word “including” between “processes” and “through”.
472. The Government member of Canada supported the Employers’ subamendment.
473. The amendment was adopted as subamended.
474. The Government member of Morocco introduced an amendment submitted by the Government members of the Africa group, to replace in the fourth line of the French version of paragraph 18(e) the word “trousse” with the word “boîte”. The amendment was adopted and did not affect the English and Spanish version of the document.

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## Paragraph 18(g)

475. The Government member of Namibia introduced an amendment, seconded by the Government member of Zambia, to add in paragraph 18 a new subparagraph after (g) stating “build capacity of member States to develop monitoring and data collection tools and systems to monitor and report on the impact of the green economy on jobs”. This was a follow-up to an amendment discussed earlier and recognized that the capacity of states to monitor varied.
476. The Employer spokesperson did not endorse the amendment since there was already a large scope for capacity building in all sections related to “Guidance for the Office”.
477. The Worker Vice-Chairperson agreed with the Employers’ group.
478. The amendment was not adopted.
479. The Government member of Namibia introduced an amendment, seconded by the Government member of Zambia, to insert in paragraph 18 a new subparagraph (h) stating: “Develop a blueprint on the green economy, green enterprises and green jobs and share with member States to guide greening efforts”. She explained it was important that these terms were well understood and governments, especially in developing countries, would have benefited from non-prescriptive guidelines for policy makers.
480. The Worker Vice-Chairperson did not support the amendment.
481. The Employer spokesperson also did not support the amendment, explaining that not only governments, but also business organizations, shared the same difficulties, but unfortunately it was unrealistic to envisage one blueprint that applied for all countries.
482. The amendment was not adopted.

## Paragraph 20(a)

483. The Government member of Ireland, speaking on behalf of the governments of the Member States of the EU, introduced an amendment to replace the words “integrate sustainable development, poverty alleviation and the transition to an inclusive economy in” with “have sustainable development, poverty alleviation and the transition to an inclusive economy as essential elements in a framework for” to clarify the sense of the paragraph.
484. The Employer spokesperson did not support the proposed amendment, stressing the importance he attached to the word “integrate” since the added value of the approach, as discussed in the Committee, was indeed to apply a green lens in all areas of development and growth.
485. The Worker Vice-Chairperson proposed a subamendment to instead retain most of the original text but to replace the words “sustainable development, poverty alleviation” with the words “environmental sustainability, poverty eradication”.
486. The Government member of Brazil rejected the subamendment as the term “sustainable development” was more appropriate here. The text of the conclusions referred elsewhere to what was being proposed by Workers.
487. The Employer spokesperson supported the subamendment proposed by the Workers’ group to the original text, but proposed to use poverty “reduction” instead of “eradication”.

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488. The Government member of India felt more comfortable with the use of “sustainable development” as it included environmental, social and economic components. He did not understand why greater attention was being given to the environmental dimension.
489. The Government member of Kenya echoed the Government member of India, confirming sustainable development was an integrated holistic concept.
490. The Government member of Namibia asked further clarifications from the Workers’ group on the reason why the text should be changed from “poverty reduction” to “poverty alleviation”.
491. The Government member of Tunisia stated the original text needed to be maintained.
492. The Government member of Canada, in view of the consensus among Governments and Employers on the original text, withdrew the amendment.
493. The Worker Vice-Chairperson proposed an amendment in the first line, to replace “alleviation” by “eradication”. The Employer spokesperson supported the amendment. The Government member of Brazil supported the amendment as well and suggested that the same formulation be used throughout the text. Wherever the word “poverty” appears in the document, it should always be followed with “eradication”. She stated that when MDGs were agreed, the objective was to reduce poverty by half, but we should now aspire to the full eradication of poverty.
494. The amendment was adopted.
495. The Government member of Ireland, speaking on behalf of the governments of the Member States of the EU, introduced an amendment in order to more accurately reflect the nature of the different types of frameworks and programmes mentioned in the paragraph. She proposed at the end of the paragraph after “plans” to add “in line with the need of constituents affected;”.
496. The Employer spokesperson and the Worker Vice-Chairperson both supported the amendment. The Government member of Brazil supported the amendment but requested clarification on who the term “affected” was referring to.
497. The Government member of Ireland, speaking on behalf of the governments of the Member States of the EU, proposed a subamendment to replace “affected” with “concerned”.
498. The Employer spokesperson and the Worker Vice-Chairperson accepted the subamendment.
499. The amendment was adopted as subamended.

### **Paragraph 20(b)**

500. The Government member of Zimbabwe introduced an amendment, seconded by the Government member of Zambia, to insert “and mobilize resources” after “develop strategies”.
501. The Employer spokesperson rejected the amendment on the basis that the issue was sufficiently dealt with in paragraph 22 and also to respect the standard decision-making

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role of the Governing Body and its role in approving the ILO programme and budget. The Worker Vice-Chairperson agreed and therefore also rejected the amendment.

**502.** The amendment was not adopted.

**503.** The Government member of India withdrew an amendment previous to its discussion.

### **Paragraph 20(c)**

**504.** The Government member of Argentina introduced an amendment submitted by the Government members of Brazil, Uruguay and the Bolivarian Republic of Venezuela, to insert a new subparagraph (d) “Support member States in the development of comprehensive social protection systems, including social protection floors to ensure basic income replacement and essential health care to those affected by the changes in the world of work”. He expressed the importance of ensuring that comprehensive social protection systems are put in place in order to accommodate the changes in the world of work as a result of the transition.

**505.** The Employers spokesperson agreed with the amendment but stated that it would be important to recognize the outcome of the decision taken by the Conference last year relating to social protection floors. He proposed a subamendment to add at the start of the sentence “In accordance with the Social Protection Floors Recommendation, 2012 (No. 202) (Recommendation No. 202)”.

**506.** The Worker Vice-Chairperson agreed with the amendment and subamendment but proposed a further subamendment, to add after “Recommendation No. 202”, “and Social Security (Minimum Standards) Convention, 1952 (No. 102) (Convention No. 102)”.

**507.** The Government member of Brazil supported the subamendment proposed by the Employer spokesperson but proposed that the reference to Recommendation No. 202 be placed at the end of the paragraph. She could not fully support the added reference to Convention No. 102, indicating that many member States had not yet ratified the Convention.

**508.** The Government member of Canada agreed with the Government member of Brazil, indicating that the reference to Convention No. 102 was not supported. She proposed a further subamendment to ensure consistency with the language contained in Recommendation No. 202, deleting “to ensure basic income replacement and essential health care”.

**509.** The Government members of the United States and Zambia supported the subamendment proposed by the Government member of Canada.

**510.** The Employer spokesperson argued that, for the sake of consensus it would be best not to include any reference to either Recommendation No. 202 or Convention No. 102.

**511.** The Government member from Argentina thought it would be best to go back to the first subamendment proposed and leave the references to basic income and essential health care. The Worker Vice-Chairperson agreed with this proposal and withdrew the Workers’ subamendment.

**512.** The secretariat read the current version “Support member States in the development of comprehensive social protection systems, including social protection floors to those affected by the changes in the world of work”.

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- 513.** The Government member of Brazil argued the version being discussed suggested that social protection floors were only for those affected by changes in the world of work and that this was misleading as coverage was much broader.
- 514.** The Employer spokesperson introduced a further subamendment to insert the word “including” after the word “floors” in the second line.
- 515.** The Government member of the United States introduced a further subamendment to delete the words “to those affected by the changes in the world of work”.
- 516.** The Government member of Brazil proposed a further subamendment to that proposed by the Employers as the Employers’ version had the word “including” twice in quick succession. She proposed to delete the word “including” introduced by the Employers and then insert the words “in particular to protect” after the word “floors”.
- 517.** The amendment as subamended now reads: “Support member States in the development of comprehensive social protection systems, including social protection floors, in particular to protect those affected by the changes in the world of work”.
- 518.** The amendment was adopted as subamended.

### **Paragraph 20(e)**

- 519.** The Government member of Argentina introduced an amendment submitted by the Government members of Argentina, Brazil, Colombia, Uruguay and the Bolivarian Republic of Venezuela to insert, in the first line after the word “conduct” the word “voluntary”.
- 520.** Both the Worker Vice-Chairperson and Employer spokesperson supported the amendment.
- 521.** The amendment was adopted.
- 522.** The Employer spokesperson withdrew an amendment previous to its discussion.

### **Paragraph 21**

- 523.** The Government member of the United States introduced an amendment submitted by the Government members of Canada, Japan, Switzerland and the United States to replace paragraph 21 with “The ILO should build and strengthen the capacity of:
- (a) Governments and social partners on the opportunities, challenges and policy responses for an effective and just transition for all;
  - (b) employers’ organizations to offer services to their members, especially SMEs, so that enterprises and their value chains are more eco-efficient and able to capture opportunities in growing markets for environmental goods and services; and
  - (c) workers’ organizations to protect labour rights, participate in collective bargaining, ensure access to training, and enhance job quality in the transition to an environmentally sustainable economy”.

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524. She stated that it was important to reflect the need for building and strengthening the capacities of Governments as opposed to just supporting awareness raising and better understanding among Governments.
525. The Employer spokesperson preferred the original text as the amendment dropped the concept of awareness raising, which was important.
526. The Worker Vice-Chairperson agreed with the Employer spokesperson.
527. The Government member of Canada introduced a subamendment to revert to the original paragraph and delete the phrase “support awareness raising and” to be replaced by the word “build”.
528. The Employer spokesperson introduced a further subamendment to bridge the different opinions being expressed. This was to revert to the original text of the draft conclusions for paragraph 21 and replace the current paragraph 21(a) with “build and strengthen the capacity of Governments and social partners on the opportunities, challenges and policy responses for an effective and just transition for all. This would include supporting awareness raising and better understanding of the issues involved”.
529. The Worker Vice-Chairperson supported the Employers’ amendment.
530. The Government member of Canada also supported this subamendment.
531. The Government member of Brazil proposed a further subamendment to simplify the text as follows: “build and strengthen the capacity of Governments – including through supporting awareness raising – and social partners on the opportunities, challenges and policy responses for an effective and just transition for all.
532. The Employer spokesperson did not agree with this proposal.
533. The amendment was adopted as subamended by the Employers.

### **Paragraph 21(b)**

534. The Government member of Trinidad and Tobago withdrew an amendment previous to its discussion.
535. The Worker Vice-Chairperson withdrew an amendment previous to its discussion.
536. The Government member of Switzerland introduced an amendment submitted by the Government members of Canada, Switzerland, the United States and Japan to delete “more eco-efficient and” as this area was outside the ILO’s mandate. The amendment was supported by both the Employers’ and the Workers’ groups.
537. The amendment was adopted.

### **Paragraph 22**

538. The Government member of Ireland, speaking on behalf of the governments of the Member States of the EU, presented an amendment to replace “to mainstream decent work principles in its processes and strategies for sustainable development, green growth and a more environmentally sound economy” with “linking decent work, sustainable

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development and green jobs” after the word “plan”. This was keeping the same concept but presenting it in a simpler fashion.

539. The Worker Vice-Chairperson agreed to the proposed amendment.
540. The Government member of India proposed a subamendment to add “eradication of poverty and sustainable development” after “decent work”, as the concepts were left out of paragraph 22.
541. The Worker Vice-Chairperson and the Employer spokesperson agreed to the amendment by the Government member of Ireland, speaking on behalf of the governments of the Member States of the EU, and the subamendment by the Government member of India.
542. The amendment was adopted as subamended.
543. The Government member of Norway withdrew two amendments previous to their discussion.
544. The Government member of India withdrew an amendment previous to its discussion.
545. The Government member of Argentina withdrew an amendment submitted by the Government members of Argentina, Brazil, Uruguay, and the Bolivarian Republic of Venezuela prior to its discussion.
546. The Government member of India withdrew an amendment previous to its discussion.
547. The Employer spokesperson withdrew an amendment previous to its discussion.
548. An amendment submitted by the Worker members was withdrawn.
549. The Government member of Argentina withdrew an amendment submitted by the Government members of Argentina, Brazil, Uruguay and the Bolivarian Republic of Venezuela prior to its discussion.
550. The Government member of Argentina introduced an amendment submitted by the Government members of Argentina, Brazil, Uruguay and the Bolivarian Republic of Venezuela to add “Following consultations with the constituents” before “action plan” in the fourth line to bring emphasis on consultation.
551. The Employer spokesperson rejected the amendment on the grounds that the action plan would go to the Governing Body, which was tripartite.
552. The Worker Vice-Chairperson supported the amendment.
553. The Government member of Brazil stated that the amendment was important, as it preceded the clause “inform the ILO’s mandate”, making consultation with the constituents particularly important and worth emphasizing.
554. The Employer spokesperson accepted the amendment.
555. The Worker Vice-Chairperson reverted to the original text, saying that consultation was already a standard practice in developing documents. Consequently, the Employer spokesperson also rejected the amendment.
556. The amendment was not adopted.

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- 557.** The Government member of Canada, speaking on behalf of the Government members of Canada, the United States, Japan and Switzerland, introduced an amendment to insert a new paragraph 23 with the words “Conditional on evidence-based analysis, the Governing Body may wish to consider the convening of a committee of experts to give further guidance on issues related to the greening of economies, green jobs and a just transition for all.” She outlined how this followed from discussions they had relating to paragraph 18, where this idea was referred to as appearing later in the text.
- 558.** The Employer spokesperson introduced a subamendment to insert the word “tripartite” before the words “meeting of experts” in the amendment.
- 559.** The Worker Vice-Chairperson supported the amendment as subamended by the Employer spokesperson.
- 560.** The amendment was adopted as subamended.
- 561.** The Government member of Norway withdrew an amendment which had been dealt with by the previous amendment.

### **Consideration of the draft resolution**

- 562.** The Chairperson noted that no comments were received on the draft resolution that formally accompanied conclusions, which he introduced the day before with the support of the Employers and Workers. The resolution can be therefore formally adopted by the Committee along with the report and the conclusions.
- 563.** The Chairperson adjourned the meeting.

### **Consideration and adoption of the draft report, resolution and conclusions**

- 564.** The Chairperson introduced the Reporter, the Government member of Ireland. The Reporter listed five particular issues that had been debated by the Committee: the relationship between the environment and the world of work in the context of natural, economic and social challenges; the opportunities for decent work in a sustainable economy; the challenges of restructuring, climate change and energy process; the policy response; and the way forward. The Resolution would serve to echo the call for targeted and immediate action by constituents, showing the urgency to tackle the opportunities and challenges in the change towards sustainable development. It also called on the ILO to take leadership and the Director-General to share the Conclusions in relevant global forums.
- 565.** The report contained a wealth of information and would serve as a useful document for those who wished to know more about the work of the Committee. It reflected the constructive manner in which the Committee had proceeded. The unique tripartite structure of the ILO added to its richness in that it contained the combined expertise of business, labour and the wider world of work. The report set a high bar for future discussions on sustainable development, decent work and green jobs.
- 566.** The Worker spokesperson and eight Government members requested changes to the text of the draft report pertaining to their statements during the discussions. The Resolution was adopted without amendment. The Worker spokesperson asked for one change to the Conclusions.

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- 567.** The Chairperson confirmed that these changes would be reflected in the report to be submitted to the Conference plenary.
- 568.** The Office presented a video highlighting the Green Jobs Programme's work in Bangladesh and encouraged the Committee members to visit the Programme's website.
- 569.** The Government member of Ireland, speaking on behalf of the European Union and the governments of its Member States attending the Conference, thanked the Chairperson, the Vice-Chairpersons, the other Government representatives and the Office for the work done and the commitment shown throughout the constructive discussion in the Committee. She expressed the EU's support to the Conclusions, stating that sustainable development would only be possible with the active engagement of the world of work. The outcomes of the discussion provided valuable guidelines on the synergies between green jobs, decent work and sustainable development needed to ensure a just transition for all and to contribute to poverty eradication.
- 570.** The Government member of Belgium fully supported the statement made by the Government member of Ireland and expressed a special appreciation to the representatives from Workers and Employers for their commitment to consensus throughout the discussion. The greening of economies should take place in the context of sustainable development and poverty eradication. Recognizing the great opportunities provided by the transition, Governments and social partners should always bear in mind the challenges ahead in ensuring both jobs creation and sustainability. To make sure that greening our economies did not deteriorate the quality of jobs, ILO constituents should also be able to anticipate and manage changes in the labour market. Ensuring a sound statistical definition of green jobs should be on the agenda of the International Conference of Labour Statisticians in October 2013.
- 571.** The Government member of Zambia, speaking on behalf of the Africa group, thanked the Chairperson and the Office for their assiduous work in overseeing and facilitating the work of the Committee. He expressed confidence that Africa would benefit from green jobs and looked forward to translating those expectations into reality.
- 572.** The Employer Vice-Chairperson underscored the complex task before the Committee in helping to recognize the ILO position and mandate in the broad sustainable development agenda. The Conclusions would help focus ILO work on greening jobs within its programme and budget as well as in its work towards the centenary. While the Committee began with a different level of understanding of the terms "green" and "greening", the Conclusions identified opportunities for all to improve environmental performance now and into the future. The framework for ensuring an enabling environment for sustainable enterprises and entrepreneurship would promote the immediate adoption of resource efficient workplace practices, environmental improvements and long-term investments in new products, services and jobs. There would be a need in the future to deal with the global complexity of the challenges, requiring nations to take responsibility for providing innovative solutions. It was encouraging to note the strong affirmation on the need to involve the social partners at all levels in determining the pathway for a just transition for all. While the tripartite partners all have a role to play, it was important that each of the roles were mutually supportive, proportionate, efficient and effective. The good intentions and strength of the Conclusions far outweighed some concerns about its length, elements of duplication and reference to some standards that were not widely ratified. She assured that the employers' organizations would do their part in helping to make a success of the report by working with governments and others at the international, national and sectoral levels to help deliver commitments adopted at this Committee. She thanked everyone involved in the work of the Committee for their efforts in realizing a successful conclusion.

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- 573.** The Worker spokesperson thanked the Government members and Employers for the exercise of social dialogue exerted during the Committee. She expressed personal thanks to the secretariat and to the Chairpersons for their commendable efforts. The outcome of the Committee provided a comprehensive and innovative tool for moving forward on sustainability and for guiding a much needed just transition at the national level. It was also important to mainstream the issue of sustainable development into ILO wider programme of work.
- 574.** The deputy representative of the Director-General, Mr Peter Poschen, stated that the Committee's Conclusions helped bring the ILO into the twenty-first century by recognizing the three dimensions of sustainable development within its mandate. Environmental sustainability was a recognized part of the Global Jobs Pact but had remained somewhat of a "blind spot" in the ILO's agenda. The Committee's discussions reflected the intricate linkages between the world of work and environmental sustainability as well as how the ILO can provide useful technical guidance. The Office was ready to support constituents to turn the commitments into reality at national level.
- 575.** The Chairperson of the Committee thanked all participants for their productive participation. He underscored that the task was challenging but that the Committee had exceeded expectations. The Conclusions provided a strong common vision and set out specific guiding principles needed to make the transition to sustainable development. It was the first time that Governments and social partners jointly expressed the linkages between environmental sustainability and decent work. He recalled that without decent jobs there could be no sustainable development. The social dimension of sustainable development was made clearer by the work of the Committee. He underlined the importance of building strong social consensus and the respect for fundamental principles and rights at work, signalling a truly ILO approach. In closing, he underscored the need to translate the outcomes into reality at national level, with social dialogue providing the means for efficient progress.

Geneva, 17 June 2013

*(Signed)* A. M. Abdalhaleem Mohamad  
Chairperson

S. O'Carroll  
Reporter

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## Appendix

### Fate of amendments to draft conclusions

1. The following amendments were adopted: D.44, D.34, D.67, D.43, D.31, D.115, D.108, D.23, D.117, D.81, D.121, D.42, D.77, D.41, D.45, D.46, D.48, D.47, D.9, D.49, D.22, D.35, D.86, D.85, D.94, D.5, D.76, D.20, D.123, D.50, D.128, D.93, D.52, D.88, D.17.
2. The following amendments were adopted, as subamended: D.32, D.80, D.79, D.83, D.37, D.119, D.7, D.114, D.10, D.16, D.112, D.33, D.12, D.122, D.13.
3. The following amendments fell: D.110, D.98, D.57, D.126, D.56, D.109, D.78, D.68, D.65, D.75, D.39, D.38, D.125, D.55, D.73, D.40, D.127, D.63, D.62, D.72, D.64, D.69, D.113, D.124, D.36, D.51, D.87, D.3, D.4, D.111, D.59, D.89.
4. The following amendments were withdrawn: D.8, D.14, D.15, D.25, D.26, D.24, D.58, D.116, D.66, D.107, D.18, D.19, D.82, D.106, D.105, D.104, D.102, D.103, D.84, D.101, D.118, D.100, D.95, D.11, D.97, D.92, D.96, D.6, D.120, D.61, D.99, D.29, D.70, D.21, D.74, D.53, D.27, D.28, D.71, D.90, D.60, D.129, D.54, D.91, D.30.

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## **Resolution concerning sustainable development, decent work and green jobs**

The General Conference of the International Labour Organization, meeting in Geneva at its 102nd Session, 2013,

Having undertaken a general discussion on the basis of Report V, *Sustainable development, decent work and green jobs*,

1. Adopts the following conclusions; and
2. Invites the Governing Body of the International Labour Office to give due consideration to them in planning future work and to request the Director-General to take them into account when preparing future programme and budget proposals and to give effect to them, to the extent possible, when implementing the Programme and Budget for the 2014–15 biennium.

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## Conclusions

### Achieving Decent Work, Green Jobs and Sustainable Development

#### Our vision

1. The four pillars of the Decent Work Agenda – social dialogue, social protection, rights at work and employment – are indispensable building blocks of sustainable development and must be at the centre of policies for strong, sustainable and inclusive growth and development.
2. Sustainable development means that the needs of the present generation should be met without compromising the ability of future generations to meet their own needs. Sustainable development has three dimensions – economic, social and environmental – which are interrelated, of equal importance and must be addressed together.
3. Sharing a common global purpose, there are different approaches, models and tools available to each country, in accordance with its national circumstances and priorities to achieve sustainable development in its three dimensions, which is our overarching goal.
4. A just transition for all towards an environmentally sustainable economy, as described in this document, needs to be well managed and contribute to the goals of decent work for all, social inclusion and the eradication of poverty.
5. Decent work, poverty eradication and environmental sustainability are three of the defining challenges of the twenty-first century. Economies must be productive to meet the needs of the world's growing population. Societies must be inclusive, providing opportunities for decent work for all, reducing inequalities and effectively eliminating poverty.
6. When referring to the greening of economies, enterprises and jobs, we consider it in the context of sustainable development and poverty eradication. This is one of the important tools for achieving sustainable development and could provide options for policy-making. In this context, we welcome the document “The Future We Want” adopted by the United Nations Conference on Sustainable Development (Rio +20).
7. 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.
8. Managed well, transitions to environmentally and socially sustainable economies can become a strong driver of job creation, job upgrading, social justice and poverty eradication. Greening all enterprises and jobs by introducing more energy and resource efficient practices, avoiding pollution and managing natural resources sustainably leads to innovation, enhances resilience and generates savings which drive new investment and employment.

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9. Sustainable development is only possible with the active engagement of the world of work. Governments, employers and workers are not passive bystanders, but rather agents of change, who are 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.
  10. The path to environmentally sustainable development involves a wide range of efforts and activities from the ILO and member States, who have widely varying capabilities and ability to act in accordance with the reality of each State. In that context, cooperation, information sharing and joint action within the mandate of the ILO will be valuable.
  11. We recall the principle of common but differentiated responsibilities as set out in the Rio Declaration on Environment and Development (1992).

## Opportunities and challenges

12. In the transition to environmentally sustainable economies and societies, the world of work can benefit from some major opportunities, for example:
  - (a) net gains in total employment from realizing the potential to create significant numbers of additional decent jobs through investments into environmentally sustainable production and consumption and management of natural resources;
  - (b) improvements in job quality and incomes on a large scale from more productive processes as well as greener products and services in sectors like agriculture, construction, recycling and tourism;
  - (c) social inclusion through improved access to affordable, environmentally sustainable energy and payments for environmental services, for instance, which are of particular relevance to women and residents in rural areas;

and faces some major challenges, for example:

- (d) economic restructuring, resulting in the displacement of workers and possible job losses and job creation attributable to the greening of enterprises and workplaces;
- (e) the need for enterprises, workplaces and communities to adapt to climate change to avoid loss of assets and livelihoods and involuntary migration; and
- (f) adverse effects on the incomes of poor households from higher energy and commodity prices.

Given the scale and urgency of these environmental and employment challenges, it is clear that the world will have neither the resources nor the time to tackle them separately or consecutively. Tackling them jointly is not an option, but a necessity.

## Guiding principles

13. The following principles should guide the transition to environmentally sustainable economies and societies:
  - (a) Strong social consensus on the goal and pathways to sustainability is fundamental. Social dialogue has to be an integral part of the institutional framework for policy-

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making and implementation at all levels. Adequate, informed and ongoing consultation should take place with all relevant stakeholders.

- (b) Policies must respect, promote and realize fundamental principles and rights at work.
- (c) Policies and programmes need to take into account the strong gender dimension of many environmental challenges and opportunities. Specific gender policies should be considered in order to promote equitable outcomes.
- (d) Coherent policies across the economic, environmental, social, education/training and labour portfolios need to provide an enabling environment for enterprises, workers, investors and consumers to embrace and drive the transition towards environmentally sustainable and inclusive economies and societies.
- (e) These coherent policies also need to provide a just transition framework for all to promote the creation of more decent jobs, including as appropriate: anticipating impacts on employment, adequate and sustainable social protection for job losses and displacement, skills development and social dialogue, including the effective exercise of the right to organize and bargain collectively.
- (f) There is no “one-size-fits-all”. Policies and programmes need to be designed in line with the specific conditions of countries, including their stage of development, economic sectors and types and sizes of enterprises.
- (g) In implementing sustainable development strategies, it is important to foster international cooperation among countries. In this context, we recall the outcome document of the United Nations Conference on Sustainable Development (Rio +20), including section VI on means of implementation.

## **Key policy areas and institutional arrangements for a just transition for all**

- 14.** The following elements constitute a basic framework to address the challenges of a just transition for all:
- (1) The greening of economies in the context of sustainable development and poverty eradication will require a country-specific mix of macroeconomic, industrial, sectoral and labour policies that create an enabling environment for sustainable enterprises to prosper and create decent work opportunities by mobilizing and directing public and private investment towards environmentally sustainable activities. The aim should be to generate decent jobs all along the supply chain, in dynamic, high value added sectors which stimulate the upgrading of jobs and skills as well as job creation and improved productivity in more labour-intensive industries that offer employment opportunities on a wide scale.
  - (2) As the challenge cuts across several domains, there is a need for mainstreaming sustainable development across all areas and for cooperation and coordination between employment authorities and their counterparts in various fields, including finance, planning, environment, energy, transport, health and economic and social development. Institutional arrangements must be adapted to ensure the participation of all relevant stakeholders at the international, national, regional, sectoral and local levels in the building of an appropriate policy framework. Internal coherence should be sought among institutions at the national level, as well as within international institutions at the regional and global levels for the effective integration of the three dimensions of sustainable development.

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- (3) Key policy areas to address environmental, economic and social sustainability simultaneously include:

*Macroeconomic and growth policies*

- (a) Macroeconomic and growth policies should promote sustainable production and consumption patterns and place full and productive employment and decent work for all at the centre of economic and social policies. Targeted fiscal policy measures, market-based instruments, public procurement and investment policies can create frameworks for enterprises and investors to adopt or promote more innovative economic practices, based on the sustainable use of resources, leading to more access to economic opportunity and more inclusive labour markets. These policies can have adverse income distribution effects, in particular related to energy poverty, and should be taken into account in the design of policies.
- (b) Appropriate laws, regulations and other policies aimed at environmental improvements that lead to resource and energy efficiencies and the prevention of environmental and social degradation can align private incentives with public policy objectives and can be cost effective in the long term. Legislative and regulatory certainty and the rule of law are needed in order to promote environmental and social sustainability, while stimulating innovation and investments in human, social and environmental capital. These are the prerequisites for long-term competitiveness and economic prosperity, social cohesion, quality employment and better environmental protection.

*Industrial and sectoral policies*

- (c) The greening of economies is a global challenge, but many environmental problems are sectoral and the search for solutions and the adoption of policies starts there. Numerous countries have used industrial policy to support the shift to greening their economy. As a complement to macroeconomic policies, industrial and sector-related policies, and when appropriate, public–private partnerships as well as public–public partnerships are effective in helping to improve both the environmental and employment performance of existing businesses and stimulating growth in green products and services. Efforts need to focus on key sectors that are most relevant for environmental sustainability and job creation in the national economy, such as agriculture, water management and sanitation, forestry, fisheries, energy, resource-intensive industries, recycling, waste management, buildings and transport. Targeted measures will be needed to formalize substandard, informal jobs in environment-related sectors, such as recycling and waste management, in order to transform these activities into decent jobs.
- (d) Sectors often have specific governance instruments and institutions. Because of these shared features, employers and workers engage in collective bargaining and other forms of social dialogue at the sectoral level, all of which present opportunities to pursue economic, environmental and social objectives in an effective way.

*Enterprise policies*

- (e) Governments should foster the greening of jobs through regulatory and non-regulatory frameworks that support environmental and social sustainability while stimulating innovation and encouraging investments both at home and abroad. Special attention is needed to ensure that such frameworks provide an

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enabling environment and assist micro, small and medium-sized enterprises (MSMEs), including cooperatives and entrepreneurs, in making the transition.

- (f) Most jobs are created by MSMEs, yet little information on making operations more resource efficient and environmentally responsible is specifically targeted to MSMEs. Providing such information in a format easily accessible at this level would greatly strengthen employers' capacity to enhance environmental and labour performance. Regulatory systems should have enforcement capacity and be structured to provide advice to business on how compliance can be achieved.

#### *Skills development*

- (g) There must be strong interaction between the world of work and the world of education and training. The greening of the economy must focus on skills development in order to succeed. Solid technical and vocational education and training systems need to involve industry and trade unions. Access to training helps workers develop the skills needed to transition to new types of jobs or to work with new materials, processes and technologies in their existing jobs. Measures to develop skills that support entrepreneurship, resilience, innovation in enterprises, including MSMEs, and their transition to sustainable practices are critical factors of success.
- (h) Education and training for green jobs presupposes an approach based on comprehensive lifelong learning. National skills development and employment policies linked to broader development plans need to incorporate education for environmental awareness with coherent skills strategies to prepare workers, in particular young people, for the future sustainable world of work. Education and training systems should be designed to meet the needs of youth, women, vulnerable workers and workers in rural areas, enabling them to contribute to and benefit from economic diversification and rural economic empowerment. Equally, training programmes need to target displaced workers, those who lost jobs due to greening, to ensure their swift re-entry into the labour market.

#### *Occupational safety and health*

- (i) Many economic activities for environmental sustainability present health and safety risks related to minerals, chemicals, pesticides and others. Ensuring that all, including green jobs, are decent, safe and healthy jobs is a key aspect of improving job quality. Switching from fossil fuels to renewables, for instance, entails changes in the occupational safety and health situation. Occupational safety and health standards and training must be an essential component of all skills training. Practical prevention measures should be adopted at the enterprise level based on risk assessment and principles of elimination and control of hazards. Policies and programmes under national systems for occupational safety and health should be continuously improved in light of the new challenges to ensure that green jobs are safe. Adequate capacity of the labour inspectorate is essential to ensure compliance.

#### *Social protection*

- (j) Sound, comprehensive and sustainable social protection schemes are an integral part of a strategy for transition towards a sustainable development pattern, built on principles of decent work, social justice and social inclusion. They should provide workers displaced by technological change or those affected by natural disasters with income support as well as access to health care and basic services during the transition, and thereby reduce inequalities.

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- (k) Special targeted assistance to groups, regions and occupations affected by the transition is essential. For example, public and private employment programmes can have large multiplier effects by combining employment generation, income support and conservation of natural assets. Social protection policies should be coordinated with vocational training and active labour market policies as an integral part of the policies necessary to ensure the social dimension of a sustainable economy.

*Active labour market policies*

- (l) In many ways the green transition will pose challenges similar to those of earlier transitions caused by technological revolutions, globalization and rapid changes in world markets. Active labour market policies can help enterprises and workers, including unemployed workers, meet these challenges. The anticipation of changing labour market demands, through sound labour market information and data collection systems, as well as social dialogue, is essential to helping governments, employers, workers and education and training systems identify the skills needed currently and in the future and to take appropriate measures to provide timely training. Employment services are important for brokering workforce transition to greener occupations and improving the match between labour demand and supply.

*Rights*

- (m) 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. Several international labour standards, including those covering freedom of association and the right to collective bargaining, prohibition of forced labour, child labour and non-discrimination, social dialogue, tripartite consultation, minimum wage, labour administration and inspection, employment policy, human resource development, occupational safety and health, as well as social security are important in this regard (see Appendix).

*Social dialogue and tripartism*

- (n) Mechanisms of social dialogue, including the practice of tripartism and collective bargaining, serve as effective tools for the design of policies at all levels. Social dialogue can form a strong basis by building on the commitment of workers and employers to the joint action with governments needed in the transition process.

## **Role of governments, employers' and workers' organizations**

15. Governments and social partners should individually and jointly work for a greener world by:
- (a) giving due consideration to advocating for the inclusion of decent work, social justice and the greening of all enterprises and jobs in policies and strategies for sustainable development and the eradication of extreme poverty at national and international levels as part of the post-2015 development agenda; and

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- (b) actively promoting and engaging in social dialogue to forge consensus on pathways towards environmental sustainability which also advance decent work.

**16. Governments should:**

- (a) provide the policy and regulatory framework to enable sustainable enterprise development, promote inclusive labour markets, social protection, education and training, private and public investments and innovation that reinforce environmentally sustainable development and decent work, including combating unemployment;
- (b) foster effective institutional arrangements to ensure coherence across relevant policy portfolios as well as the consultation and participation of all relevant stakeholders for the formulation and implementation of policy at the local, national, regional and international levels; and
- (c) where possible, design and use efficient and effective monitoring and data collection tools and information systems to monitor and evaluate the impact of the greening of the economy on jobs and, where appropriate, share best practices with the ILO so that those best practices can inform the ILO's work in this area.

**17. The social partners should:**

- (a) raise awareness and understanding, as well as provide guidance among their members about developments relevant for the greening of enterprises and the creation of decent green jobs;
- (b) play an active role in the formulation, implementation and monitoring of national sustainable development policies, articulating the pivotal role of employers and workers in bringing about environmental sustainability with decent work and social inclusion;
- (c) promote the active participation of their members in social dialogue at enterprise, sectoral and national levels to assess opportunities and resolve challenges posed by transition; and
- (d) foster a culture of dialogue and workplace cooperation to improve resource efficiency, reduce waste and apply safe and clean technologies and working methods and improve job quality.

**Guidance for the Office**

- 18.** The ILO, based on its mandate and its core values, is in a unique position to provide leadership in promoting the Decent Work Agenda as a critical vehicle for achieving sustainable development and poverty eradication.

***Research, knowledge development, management and dissemination***

**19.** The ILO should:

- (a) further develop its research capacity to become a centre of excellence to support evidence-based policy-making on sustainable development and decent work;

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- (b) establish knowledge-sharing activities on successful approaches and good practices, for example, learning from the Green Jobs Programme, in integrating economic, social and environmental concerns at the national, local and enterprise levels;
  - (c) carry out research aiming to assist member States and social partners to assess the impact of greening the economy on job creation, job transition and the quality of work, including through the compilation and wide dissemination of reliable statistics;
  - (d) examine the provisions of international labour standards most relevant to achieving a job-rich, equitable, environmentally sustainable economy, and consolidate them for dissemination in a user-friendly form. We note that in paragraph 24 of these Conclusions, we request that the Governing Body consider the convening of a tripartite meeting of experts to give further guidance on issues related to the greening of economies, green jobs and a just transition for all;
  - (e) provide guidance for MSMEs and cooperatives to green their production processes, including through greater energy efficiency and resource use, possibly in the form of a user-friendly toolkit. This work should be carried out in cooperation with national employers' and workers' organizations;
  - (f) ensure that relevant information is widely disseminated in a user-friendly format to constituents; and
  - (g) make sustainable development a cross-cutting issue in the ILO.

### ***Engagement at the global and regional levels***

**20.** The ILO should:

- (a) continue to work with relevant global and regional institutions to promote consideration of the Decent Work Agenda in macroeconomic policies in order to give practical application to the decent work dimension of the transition to more sustainable patterns of production and consumption and to facilitate tripartite contributions to it;
- (b) work with relevant global and regional institutions to develop reliable and consistent statistical data on the three dimensions of sustainable development in order to promote evidence-based decision making;
- (c) work with relevant global and regional institutions to promote decent work and employment considerations in the design of sustainable development technical assistance provided to countries; and
- (d) actively support constituents in advocating the inclusion of decent work, poverty eradication and a just transition for all to an environmentally sustainable economy in the post-2015 development agenda.

### ***Country-level action***

**21.** The ILO should:

- (a) integrate sustainable development, poverty eradication and the transition to an inclusive economy in Decent Work Country Programmes (DWCPs), UN Development Assistance Frameworks (UNDAFs) and promote their

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consideration in national development plans in line with the needs of constituents concerned;

- (b) where applicable, develop strategies to help member States to support the transition from informal to formal employment concentrating particularly in sectors that greatly impact the environment, such as agriculture, waste management and recycling, and building and construction;
- (c) deliver practical technical support for enterprise development and decent job creation in the context of the greening of the economy and adaptation to climate change including in cooperation with other international, regional and national organizations;
- (d) support member States in the development of comprehensive social protection systems, including social protection floors, in particular to protect those affected by the changes in the world of work;
- (e) promote and strengthen social dialogue at sectoral and national levels to promote a just transition for all and the creation of decent work;
- (f) help member States conduct voluntary employment assessments in order to assist them to promote the development of a workforce with skills that are relevant for jobs in emerging green sectors, or in shifting to more sustainable consumption and production processes; and
- (g) continue to ensure respect for fundamental principles and rights at work in an inclusive, environmentally sustainable economy.

### ***Capacity building***

**22.** The ILO should:

- (a) build and strengthen the capacity of governments and social partners on the opportunities, challenges and policy responses for an effective and just transition for all. This would include supporting awareness raising and better understanding of the issues involved;
- (b) build and strengthen the capacity of employers' organizations to offer services to their members, especially MSMEs, so that enterprises and their value chains are able to capture opportunities in growing markets for environmental goods and services; and
- (c) build and strengthen the capacity of workers' organizations to protect labour rights, participate in collective bargaining, ensure access to training, and enhance job quality in the transition to an environmentally sustainable economy.

### ***The way forward***

**23.** The ILO should prepare a strategic action plan linking decent work, eradication of poverty, sustainable development and green jobs. This should be a key objective which should inform the ILO's mandate for the future at the time of its centenary. The action plan should indicate how this work will be integrated into the programme and budget implementation and the Strategic Policy Framework (2016–21) providing clear follow-up mechanisms, indicating short-term, medium-term and long-term objectives.

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- 24.** Conditional on evidence-based analysis, the Governing Body may wish to consider the convening of a tripartite meeting of experts to give further guidance on issues related to the greening of economies, green jobs and a just transition for all.

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## Appendix

### Some international labour standards and resolutions that may be relevant to a just transition framework

#### A. *Conventions on fundamental principles and rights at work*

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

#### B. *Governance Conventions:*

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

#### C. *Other technical Conventions*

- 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)

#### D. *Recommendations*

- Human Resources Development Recommendation, 2004 (No. 195)
- Job Creation in Small and Medium-Sized Enterprises Recommendation, 1998 (No. 189)
- Promotion of Cooperatives Recommendation, 2002 (No. 193)

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- Social Protection Floors Recommendation, 2012 (No. 202)

## ***E. Resolutions***

- Resolution concerning the promotion of sustainable enterprises – International Labour Conference, June 2007
- Resolution concerning promotion of rural employment for poverty reduction – International Labour Conference, June 2008



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