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Mainstreaming Green Jobs in National Policies

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Table of Contents

- Development of policy frameworks for green jobs
- Importance of integrating economic, social and environment policies
- Greening existing social and economic policies
- Strengthening the social pillar of climate change policies
- The role of social partners and social dialogue
- Greening the ILO and the UNDAF agendas

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- **Green jobs** are defined by the ILO/UNEP as:
 - “decent work in environment-related sectors which reduce negative environmental impacts, ultimately resulting in levels that are sustainable”.
 - This includes jobs that work towards protecting ecosystems and biodiversity, adapting to climate change, reducing energy, materials and water consumption, de-carbonizing the economy and minimising/eliminating all forms of waste and pollution.”
- Or decent jobs that are environmentally sustainable

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What do we mean by green?

- Green jobs contribute directly to reducing the environmental impacts of the economy
 - By enhancing green sectors (**Green Jobs** in renewable energy, pollution control, forestry, mass transport, eco-tourism...)
 - Improving the environmental performance of existing sectors (**Greener Jobs** in manufacturing, construction, tourism...)
 - Adapting to the effects of climate change (**Green Jobs** to build climate resilient infrastructure...)

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Decent work

The ILO's Decent Work Agenda provides a framework with four strategic objectives:

1. **Fundamental principles and rights at work and labour standards**
2. **Employment and income opportunities** -opportunities for work that is productive and delivers a fair income
3. **Health and Safety and Security in the workplace**
4. **Social protection schemes for workers e.g. maternity benefits, pensions, etc.**
5. **Social dialogue and tripartism** - freedom for people to express their concerns and participate in decisions that affect their lives. Including fundamental principles related to freedom of association, the right to organize and collective bargaining

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Policy Frameworks

There is a need for overarching policy frameworks for green jobs. Eg Green Job Act, U.S.

Need to integrate and mainstream policies for green jobs into:

- National development plans
- Climate change strategies, and
- Socio-employment policies
- Local Economic Development plans
- ILO's Decent Work Country Programme (DWCP)
- United Nations Development Assistance Framework (UNDAF) at the country level

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Global efforts

- Rio+20 United Nations Conference on Sustainable Development Summit, Brazil, June 2012.
- Enabled the international community to reaffirm the importance of Decent Work as critical policy objective for achieving sustainable development.
- Greater emphasis on the social pillar as illustrated by multiple references to full and productive employment, decent work, (youth) employment, social protection, and labour rights.
- Development of effective policy frameworks and institutional mechanisms translated from the international agreements to ensure green jobs are both supported and enduring at the national level during the transition to a green economy.
- Employment & social protection policies need to be adjusted to cope with these changes, so that laid off workers are protected by public policy and legislation.

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Regional efforts to mainstream green jobs

- 15th Asia Pacific Regional Meeting (APRM) of the International Labour Organization, held in Kyoto, Japan December 2011.
- Created A-P regional labour agenda to support green jobs
- Included the recognition that cooperation and support at the regional level can drive the mainstreaming of green jobs at the national level.
- Noted the importance of promoting green jobs and greener jobs as a full component of the labour agenda in the Asia and Pacific region.
- Need to develop well-designed, transparent, accountable and well-communicated regulatory environments for business, including regulations that uphold labour and environmental standards.

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Integrated approach to policy making

- Need for an integrated approach to policy making that includes all parts of society.
- Can contribute to poverty alleviation, social inclusion and environmental sustainability concurrently.
- Concepts of green growth and green jobs are so cross-cutting in their nature that it will take a multi-pronged approach involving all stakeholders to effectively shift to a green economy.
- Need a whole systems approach to policy making.
- Important specific measures for green jobs are synchronised and integrated with both national and local economic development plans and environmental objectives.

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Policy integration

- Greater policy coherence and policy integration may require a higher level of inter-ministerial collaboration and institutionalised consultative mechanisms.eg Task forces.
- Multi stakeholder social dialogues on green jobs between various government ministries, employers' and workers' groups.
- Targeted sectoral strategies for green jobs.
- Policy coherence by mainstreaming employment targeting and employment impact assessments into economic and environment-related strategies at the macro, sectoral and local levels.

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Integrating social and environmental policies

- Link environmental standards and targets, national adaptation plans of action (NAPAs), nationally appropriate mitigation actions (NAMAs) and climate change strategies with employment strategies.
- Social agendas related to youth, gender, disabilities, etc. can be better linked with environmental agendas and green jobs.

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Integrating social and environmental policies

- Economists/planners can utilise analytical tools such as a Green Dynamic Social Accounting Matrix (Green DySAM), SAMs and updated input-output tables incorporating green sectors.
- DySAM can assess and predict the potential environmental and socio-economic impacts of a range of climate mitigation and adaptation measures on employment and incomes across sectors.

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Greening social and economic policies

- The 'greening' of socio-employment policies such as labour strategies and social protection schemes can ensure that environmental considerations are properly enshrined within the human resource development mechanisms of the country.
- Environmentally friendly labour agendas can strengthen the social pillar of national sustainable development plans.
- Social and employment policies need to prepare for evolving demands on the labour market for new skills, including green skills.

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Mainstreaming green jobs - Philippines

- *Philippine Labour and Employment Plan (2011-2016), DOLE.*
- Policies for green jobs and decent work included.
- Considers the promotion of greener businesses and green jobs as new innovation frontier.
- Sets out a strategic framework to link environmental goals with the socio-employment agenda.
- Includes policies that develop green skills and standard setting and certification as well as capacity building for employers and workers on green jobs.
- Directs Government agencies to harmonize their green programs toward the promotion of green jobs.
- DOLE has also established a national level task force to discuss issues related to green jobs with other ministries and stakeholders.
- Developing a national green jobs road map.

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Mainstreaming green jobs - Philippines

- *Philippine Development Plan 2011-2016* - Strategic Priority 5.
- Development and implementation of programs that will enhance productivity and efficiency through green programs and sustainable consumption and production patterns.
- References to green jobs were also in Philippines' Rio +20 Report.
- Philippine Bureau of Corrections considering incorporating skills training for green jobs into reformation strategies for inmates.

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Mainstreaming green jobs – Sri Lanka

- ***National Human Resource and Employment Policy*** (NHREP) being prepared by the Secretariat for Senior Ministers.
- Skills training activities will address environment-related priority areas such as climate adaptation, energy efficiency, renewable energy, sustainable tourism, sustainable agriculture, forestry and waste management.
- New programs will be initiated to undertake research on the labour market for green jobs.
- Financial support offered to entrepreneurs and SMEs to explore green business opportunities, create their own start-up companies.
- Expand opportunities to learn about new technologies and create jobs that are related to green technologies.

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Strengthening the social pillar of climate change policies

- Climate change plans need to incorporate a social dimension.(lacking at present)
- Enhancing resilience to climate change not only depend on investments in natural capital and ecosystems.
- Must also address non climate-related poverty reduction goals including; access to renewable energy, green value chain development and accessibility.

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Strengthening the social pillar of climate change policies

- CC policies can take into account the employment and income generation impacts on the labour market caused by a shift towards low carbon green growth.
- Green investments in climate change adaptation can strengthen the social pillar by focusing on the employment creation effects of the activities.
- Introduce social protection measures for climate vulnerable populations (climate resilience).
- The Climate Change Adaptation Project (CCAP) in Philippines eg saving facilities, micro-insurance, WIBI, etc.
- Bundled social protection packages can potentially be rolled out and integrated with public work programmes, infrastructure developments, adaptation plans and rural development plans in line with environmental objectives.

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Social Policies integrated with Climate Policies

- *Bangladesh Sixth 5-Year Plan and National Climate Change Strategy* - adoption of renewable energy technologies to mitigate GHG emissions.
- ILO worked with the government to mainstream policies for green jobs and green skills into the National Vocational Training Framework.
- Integrating green competencies into the national technical and vocational qualification frameworks.
- To support growth of domestic green technology manufacturing, use and maintenance.

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Social Policies integrated with Climate Policies

- **Philippines** *National Climate Change Action Plan (NCCAP)* developed by the Climate Change Commission in 2011.
- Green jobs capacity development programs for climate adaptation to be developed and implemented.
- Development and implementation of a system of collection, analysis and reporting of baselines and new data on climate-smart industries, green jobs and employment.
- Links gender issues with environmental strategies by enhancing women's participation in climate change adaptation, actions on food security, green jobs, and integrated ecosystem-based management.

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Social Policies integrated with Climate Policies

- **Indonesia** National Climate Change Commission (NCCC) working with several national institutions and the ILO to address the employment dimension in climate change policies.
- Collaboration between the Ministry of Youth Affairs and Sports and REDD+ Task Force to further integrate green jobs into the existing climate change policy framework.
- *Strategic Plan for Sustainable Tourism and Green Jobs* outlined opportunities for green employment and enterprise creation to support poverty reduction, social inclusion and environmental protection.

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Social Policies integrated with Climate Policies

- **Viet Nam's** new Green Growth strategy was developed with the Ministry of Labour - Invalids and Social Affairs (MOLISA).
- Emphasis on generating inclusive growth through the development and use of low carbon and renewable energy technologies.
- Promotes green investments in job-rich, low-carbon sectors of the national economy.
- Renewed efforts into human capital development including skills development programs for green jobs.

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The role of social partners and social dialogue at the national level

- Consultative mechanisms and social dialogue to facilitate discussions about low-carbon development and green jobs.
- Ensure new policies are just and contribute to social inclusion, for example by improving working conditions and productivity, creating jobs and protecting livelihoods.
- Tripartite initiatives help workers and enterprises deal with any changes brought about by climate change or measures to adapt.
- Can capacitate social partners to participate in the climate debates and actions, incorporate in action plans.
- Take into account their views and aspirations concerning a green economy, work together to identify synergies and potential partnerships.

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Task Forces

- Social dialogue facilitated by inter-ministerial working groups or national and provincial level task forces dedicated to green job promotion.
- Help streamline the decision-making process and allow for more efficient coordination and allocation of resources.
- In Malaysia, Ministry of Energy, Green Technology and Water (KETTHA) and Ministry of Human Resources (MOHR) facilitate inter-ministerial coordination on employment issues and green growth through *Joint Secretariat of the Working Group on Green Jobs*.
- In the Philippines, an *ad hoc Working Group for a Green Jobs Task Force*.
- In India a *multi-stakeholder Task Force on Green Jobs* set up under the chairmanship of the Labour Authorities.
- Nepal, 12-member *multi-stakeholder National Task Force (NTF)* was formed under the chairmanship of Secretary of Ministry of Labour and Employment.

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Social Partners can Promote Green Jobs

- Social partners can promote green jobs independently from the government.
- Bangladesh – TUs and Employers included green jobs in action plans.
- Philippines TUs included green jobs in their action plans for the next five years. Employers completed green job road mapping exercise for next 3 years.
- Sri Lanka Employers in collaboration with the University of Moratuwa conducted a green jobs mapping study to map the prevalence of green jobs related practices across their membership.
- Nepal TUs prepared a position paper on green jobs to feed into a national roadmap and conducted a research study on green jobs best practices highlighting five Nepali companies pursuing environmental sustainability and decent work.

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Greening the ILO DWCP

- Linking existing agendas such as youth unemployment and gender issues with green jobs can help realise millennium Development Goals (MDGs).
- Greening DWCPs - used to guide and deliver ILO support to countries that promote decent work.
- Sri Lanka DWCP 2013-2016 will support environmental sustainability by including 'greener jobs' under the outcome on employment and poverty alleviation.
- Nepal new DWCP work plan 2012/13 will enhance the capacity of SMEs for more jobs and green jobs for youth with special focus on conflict affected women and their families.

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Greening the UNDAF

- United Nations Development Assistance Framework documents used to guide the collective response of the UN Country Teams.
- Bangladesh, green jobs in renewable energy have been included in UNDAF Action Plan Pillar 5.
- Sri Lanka green jobs integrated under the new UNDAF in pillar 1 on promoting sustainable development and pillar 4 on climate change.

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Greening ILO Programs

- Incorporating environmental considerations into other ILO social programs can help promote greater sustainable development.
- Linking existing agendas such as OSH, youth unemployment and gender issues with green jobs can help realise millennium Development Goals (MDGs).
- Governments can develop programs for green skills development and up-skilling, green apprenticeships and green entrepreneurship training for the youth to address the needs of industry.
- U.S. (DOL) Integrated green skills training for RE and supportive services, such as extended social protection, that specifically target women, disabled, ex-convicts or vulnerable young people from disadvantaged communities.

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Conclusions

- Developing national framework legislation on green jobs.
- Incorporate environmental considerations into existing economic and social policies and programs.
- Enhance integration of economic, social and environment policies to deal with cross cutting issues.
- Climate adaptation linked with green jobs programs and social protection schemes to reduce poverty and generate employment for local people.
- Consultative mechanisms and multi-stakeholder dialogue between the authorities and social partners.
- Strengthen the role of social partners in the decision making process related to climate change.
- Greening existing UN programs and activities.

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More information

- ILO publication: in flash drive

Introduction to Policies and Programs for Green Jobs

- overview of policies that promote green jobs in France, Korea, Malaysia, Singapore and U.S.
- Provincial and sector based case studies.

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Thank you very much

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