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► Integrating a Just Transition towards Environmentally Sustainable Economies and Societies into Decent Work Country Programme Development

Guidance Note



This note aims to provide managers, specialists and programming staff with some brief practical guidance on ways of integrating a just transition to environmental sustainability (JTES) into the development of Decent Work Country Programmes (DWCPs). To this end, it offers some suggestions on entry points in terms of process and content development.

Given its aims, this note is not an exhaustive list of examples nor an in-depth methodology. Complementary tools and support that may help with integrating insights on a just transition into the analysis and content development of DWCPs are available and listed below, and further technical resources and expertise can be obtained from HQ and field specialists.

The inclusion of environmental sustainability issues in DWCPs is an important aspect of the ILO's approach to promoting integrated national sustainable development strategies, and supporting countries in delivering on the Agenda 2030 for Sustainable Development.

The following recommendations are intended to help integrate JTES into the different components of Decent Work Country Programmes (DWCPs) at different stages of their development.

PRELIMINARY CONSULTATIONS

- **Include consultations with ministries of environment** and possibly ministries of energy and other relevant government agencies.
- Consider ways of encouraging the participation of tripartite constituents' representatives who have been involved in initiatives/training relating to green jobs/just transition, or who have had exposure to environment-related issues in other contexts, e.g. other UN programming processes.

COUNTRY DIAGNOSTICS

- **Review information and data on key environment-related factors that have implications for decent work.** This could include review and analysis of information on vulnerability to environmental/climate risks, in particular for key sectors of the economy and SMEs; and key environment/climate-change/energy-related national frameworks and policies. Such information may be found in the following sources: sections of the Common Country Analysis prepared by the UN for the UNDAF; the World Risk Report; Nationally Determined Contributions (to the Paris Agreement); the Environment Performance Index; climate-change mitigation/adaptation plans; national energy strategies.

IDENTIFICATION OF DWCP PRIORITIES, OUTCOMES AND OUTPUTS

- **Take into account possible environmental risks and vulnerabilities.** For example, consider whether the country is very exposed to climate disasters and their impacts on enterprises, workers and livelihoods. If the DWCP has a focus on such sectors as agriculture or livestock, take into account climate vulnerabilities in those sectors, e.g. in terms of crop viability, inputs and product price fluctuations, and productivity levels. Consider whether there are ways in which interventions can help address environmental vulnerabilities or link up with work by other players (e.g. through appropriate social protection measures, economic diversification/crop diversification, insurance mechanisms).
- **Consider ways in which interventions can leverage opportunities generated by the shift to greener and more resilient economies.** These opportunities might include:
 - * Employment prospects in emerging green sectors/occupations
 - * Market opportunities for green products and services
 - * Greening of enterprises and productivity improvements through resource efficiency/cleaner production, access to clean technologies for SMEs
 - * Poverty reduction and social inclusion through environmentally friendly economic activities accessible to people living in poverty and other disadvantaged groups (e.g. sustainable forestry practices, sustainable fisheries, waste management, improved access to affordable, renewable energy)
 - * Climate-change adaptation through employment-intensive methods (e.g. flood protection, watershed management, afforestation)
 - * Formalization and promotion of decent work in specific green sectors, such as waste management, organic agriculture and forestry
 - * Review/support strategies for productivity-enhancing structural change that contributes to a shift to low-carbon and resilient economies
 - * Support social dialogue in emerging green sectors

- **Take into account risks for decent work deriving from environmental policies** and consider addressing them in the interventions. For example:
 - * Displacement of workers and job losses in sectors that are contracting due to environment/climate-change/energy policies
 - * Changes in skills requirements deriving from the shift to greener economies
 - * OSH risks in new green sectors or associated with new green technologies or materials
 - * The lack of/need for national labour legislation regarding new green jobs/sectors
- **Seek opportunities to support coherence with existing national environmental strategies**, Nationally Determined Contributions to the Paris Agreement, other climate-change action (national policies for mitigation and adaptation), disaster preparedness, sustainability components of national sectoral policies and strategies, and energy policies. These policies and strategies can be taken into account in the selection of sectors and to inform the design of interventions. For instance, since strategies for adaptation to climate change are likely to impact the rural economy, DWCP components on the rural economy could support or complement these strategies; if energy policies include ambitious renewable energy targets, the skills components of DWCPs could take this into account.
- In identifying potential partnerships for implementation and delivery, **consider collaboration with different stakeholders** and seek opportunities to support **policy coordination**, e.g. with ministries of environment, energy and agriculture.
- As part of proposed interventions, consider carrying out an employment-environment assessment (ILO methodologies and tools available – see Green Jobs Assessment Institutions Network methodology https://www.ilo.org/global/topics/green-jobs/areas-of-work/WCMS_565193/lang-en/index.htm) that would help in making a more in-depth analysis of the risks and opportunities indicated above.

Note: In the context of the UN Reform, increased synergies will be sought between DWCPs and UNDAFs, and greater efforts will be made to include ILO constituents' views in UNDAF and Country Programme analyses. This may provide valuable opportunities for leveraging data and diagnostics from other agencies active in the environmental field, while promoting ILO's concerns for decent work-environment linkages and JTES. Once further guidance on UNDAFs becomes available, information regarding its relevance for mainstreaming will be developed and shared.

ADDITIONAL SUPPORT, GUIDANCE MATERIALS AND REFERENCES

Assistance and tools are available to help address JTES as an aspect of DWCP development. Involve regional **green jobs specialists and green jobs focal points** in your country or region from the earliest stage to make the best use of their contributions. Thematic expertise on the environment and employment, skills, EIIP, enterprises, ACTRAV, ACT/EMP, social protection, gender equality and

indigenous peoples is also available from technical specialists in the field and at HQ. You can contact the Green Jobs Team in Geneva if you are unsure about whom to contact in your region.

The following resources are available to provide further guidance on integrating JTSE:

- DWCP Guidebook Version 4, which includes some references to mainstreaming environmental issues in DWCPs (English, French, Spanish)
- Guidelines for a just transition towards environmentally sustainable economies and societies for all (English, French, Spanish)
- Revised employment diagnostic guide, which includes references to environmental issues (in drafting stage)
- Country factsheets on environment and decent work, which provide country-specific information (available for countries in the Asia-Pacific region and selected countries in Africa and Latin America)
- Rapid Situation Analysis for a Just transition framework and toolbox – This resource (guiding questions, list of data sources, etc.) helps to map out issues relevant to JTSE/green jobs in a given country context and presents possible high-potential entry points for interventions (please contact Camilla Roman, romanc@ilo.org for more information)
- GAIN Guide: How to measure and model social and employment outcomes of climate and sustainable development policies (available at GAIN)
- Green Place SharePoint – a platform where you can access (and upload) documents relevant to the mainstreaming of JTSE across ILO's programmes and projects (available at Green Place ; please contact Carolina Ferreira at ferreirac@ilo.org to be registered).