

A skilled workforce for sustainable growth and development

Presentation by
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Meeting of Labour Ministers of the Caribbean region

Drivers of change

Demographic change

Equity and inclusive growth

Educational attainment

Globalization of markets

Technology and Innovation

Climate Change

Transition to Green Economy

Adaptive and/or proactive response

SDG 4

Retooling/ retraining for displaced workers or those at risk of being displaced

Promoting lifelong learning

Social protection

Government employment schemes

Skills development

Skills development policies

Align training with development policies including greening policies

Labour market information

Certification

Lifelong learning

Promote equal access

On the job training

The Barbados Experience SDG 4

- Skills for the Future
- TVET
- Unemployment Retraining Fund US\$5M
- Competency Based Training Fund
- National Employment Bureau

The Barbados Experience

- “Strengthening Human and Social Development”
- Human Resource Development Strategy
 <US\$100M

Human Resource Development Strategy

- I.** Enabling environment for HRD through institutional strengthening and capacity building
- II.** Internationally recognized National Qualifications Framework
- III.** Demand-driven professional development and training services
- IV.** Rationalization of knowledge management and improved information access
- V.** Research to improve innovation, entrepreneurship and development capacity

ILO GUIDELINES FOR A JUST TRANSITION TOWARDS ENVIRONMENTALLY SUSTAINABLE ECONOMIES AND SOCIETIES FOR ALL

**- UPDATE ON IMPLEMENTATION AND
FOCUS ON LABOUR MARKET POLICIES**

Just Transition Guidelines: An Overview

Climate change impacts on growth and jobs in the Caribbean region

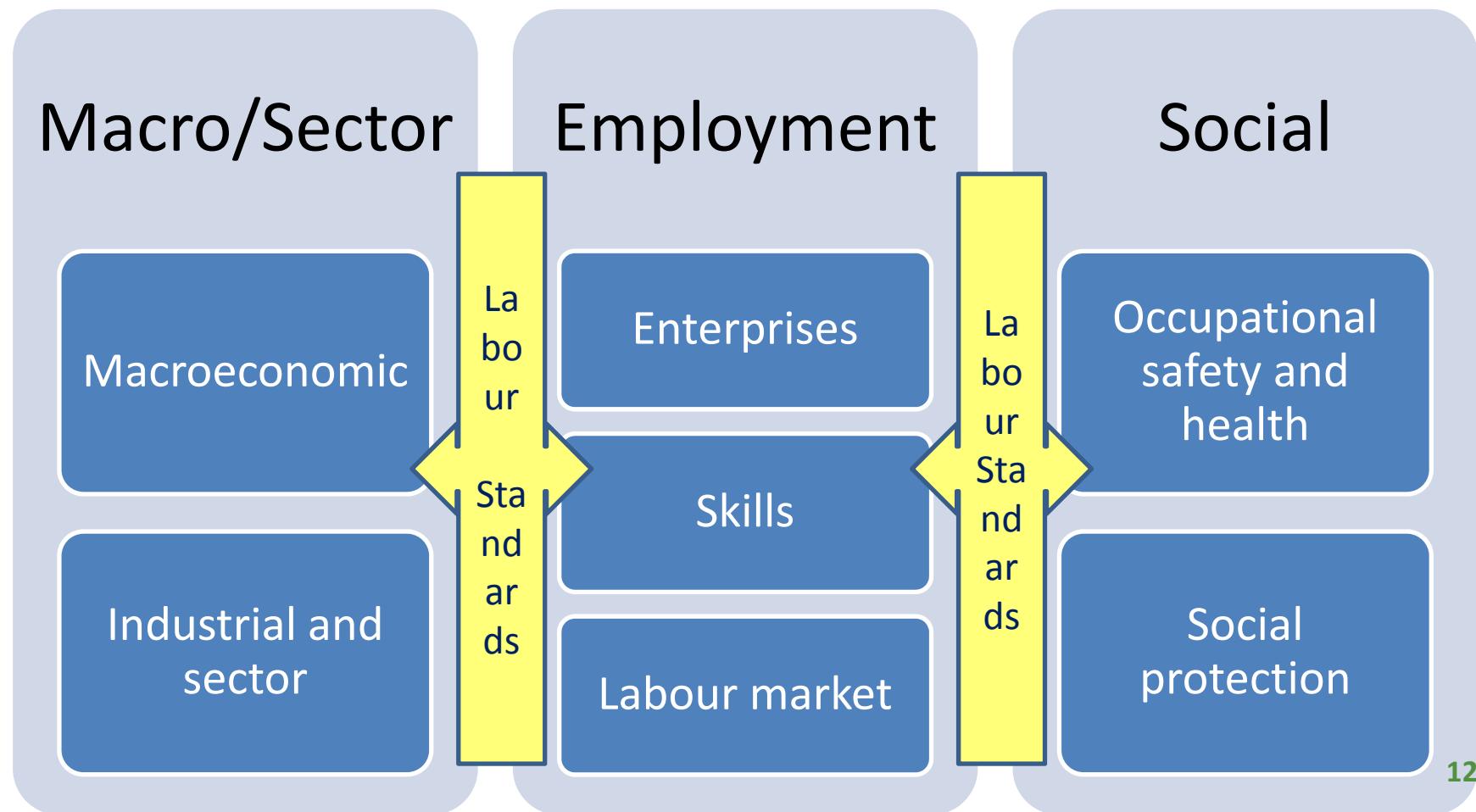


Context of objectives of the Guidelines

1. Evidence-based review for policy guidance recommended in ILC 2013 Conclusions
2. Agreed vision and principles are starting point - Guidelines to offer practical orientation to constituents on how to achieve the goal of Just Transition
3. Specific purpose is to help shaping effective policies in three areas: i) macroeconomic and growth policies, ii) employment policies, and iii) social protection policies

Policy coherence and effective institutional arrangements

Social Dialogue

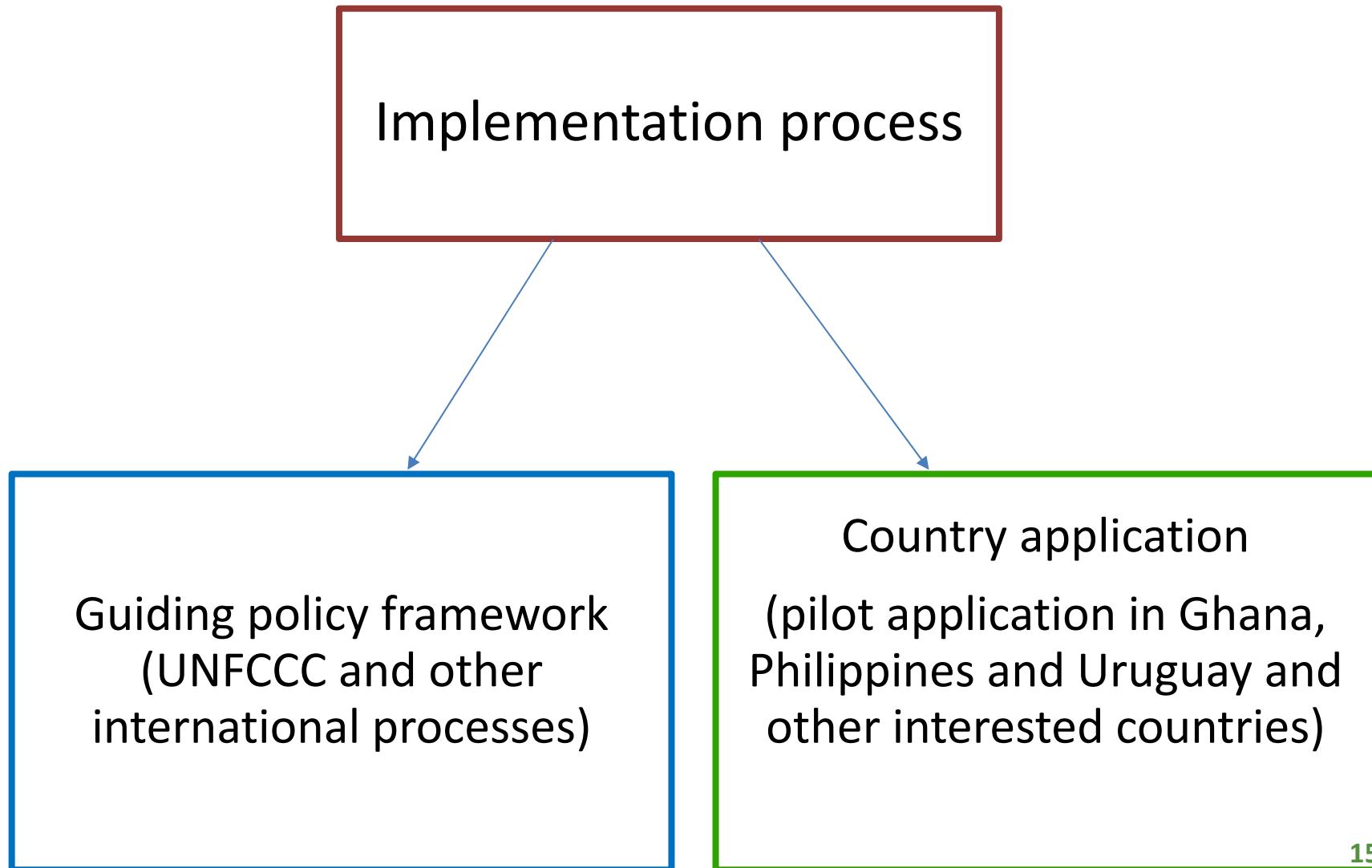


2. Implementation of the Guidelines and emerging policy issues

Anchor: Paris Agreement preamble

“Taking into account the imperatives of a just transition of the workforce and the creation of decent work and quality jobs in accordance with nationally defined development priorities”

Just transition framework



ILO proposed intervention model



Emerging policy issues

1. Enterprises, workers and communities are impacted by climate change through two main channels:
 - a) The physical impacts (sea level rise, flooding, rising temperature, drought, etc.)
 - b) The impact of the implementation of policy response measures (emissions reduction, fiscal reforms, new standards)
2. Industries and economic sectors highly vulnerable to the physical impacts and energy/carbon-intensive activities face significant challenges
3. Very few countries and industries have transition plans in place >>> in many cases, business closure is abrupt

3. Role of labour market policies

Labour market policies are critical for smoothing the adjustment

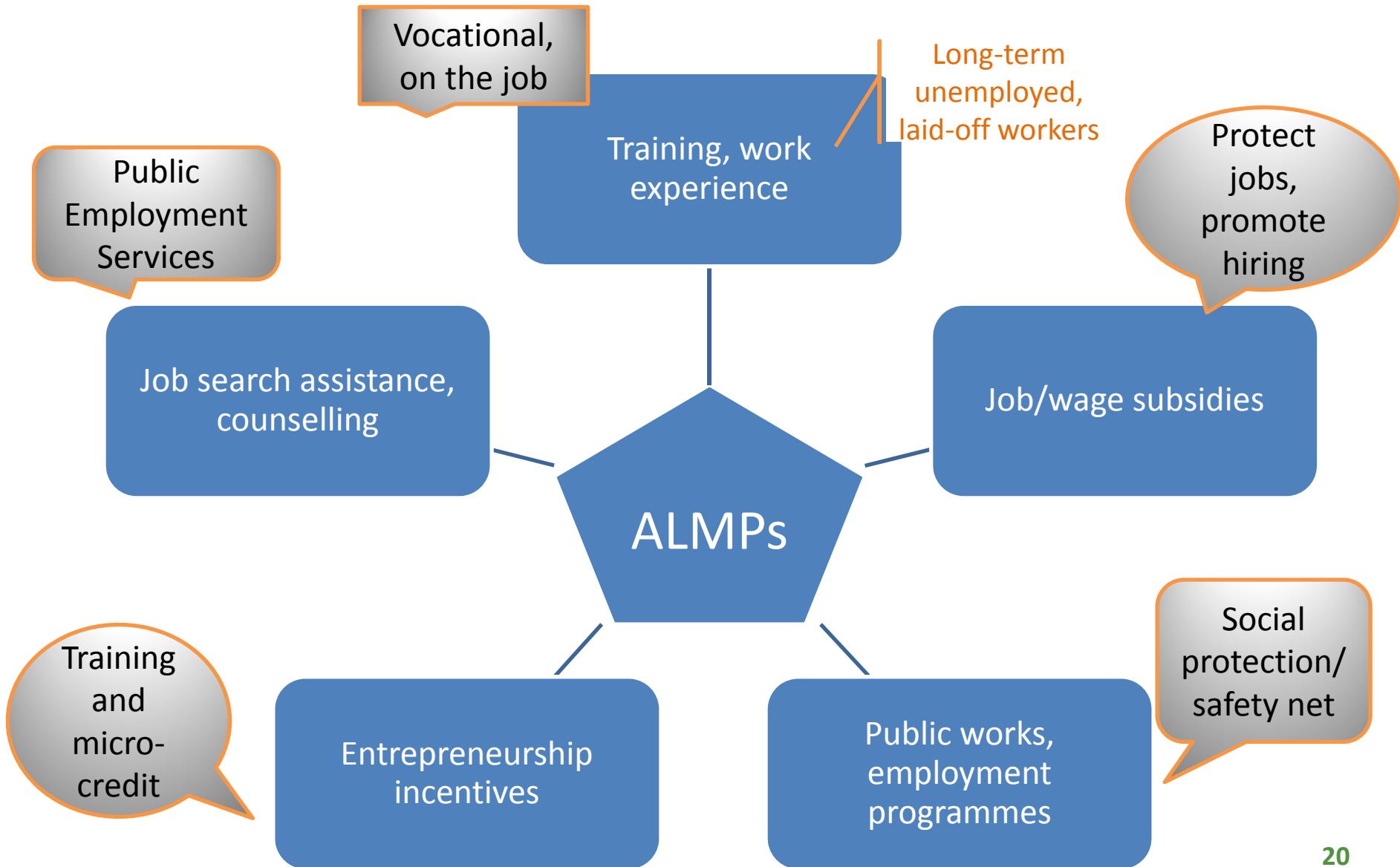
Definition

Passive policies are concerned with providing replacement income during periods of joblessness or job search,

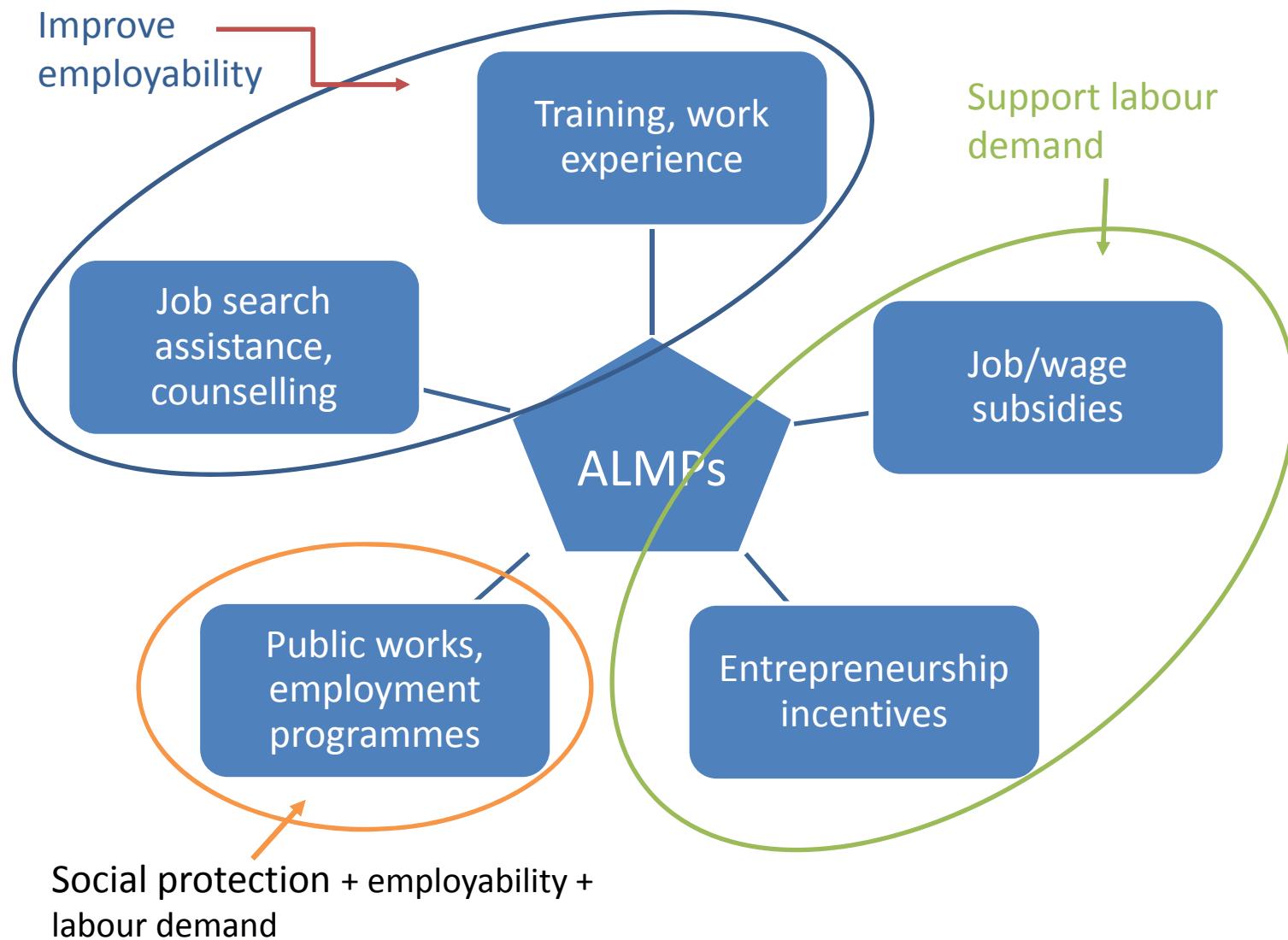
Active policies refer to labour market integration through demand- or supply-side measures

(Auer et al. 2008)

What are Active Labour Market Policies?



Why use ALMPs?



Job search assistance, job counselling

Aim: to improve match between demand and supply;
prevent long-term unemployment

Examples:

- Germany “Meine Energie hat Zukunft” project
- Private services: web job platform for renewable energy industry <https://www.greenenergyjobs.com>

Advantages: relatively cost-effective

Disadvantages: requires effective PES; difficult in times of crisis; more suitable for formal sector jobs

Training

Aim: to improve employability and reduce skills mismatch

Examples:

- ❑ Renewable energy training centers such as the China Wind Power Center (CWPC) deliver effective training to workers
- ❑ France: skills training to support older workers in declining industries move to green industries

Advantages: positive long-term benefits

Disadvantages: less effective in the short run and in times of crisis; requires training facilities; skills forecasting is difficult

Job/wage Subsidies

Aim: to support labour demand by preventing layoffs or encouraging hiring

Examples:

- In Portugal, success in the bidding rounds for wind power projects is partly dependent on the extent to which projects assist in the creation of employment in one of the country's underprivileged locations
- Cuts to social security contributions for green start-ups

Advantages: can be effective in encouraging green job creation in locations with high levels of unemployment/low levels of economic activity

Disadvantages: expensive; deadweight/substitution costs

Entrepreneurship incentives

Aim: to promote entrepreneurship as a way out of un/under-employment

Examples:

- In the USA, a growing number of business incubators are specifically designed for green business start-ups. For example, Green Exchange in Chicago provides retail, office, and live-work space as well as a variety of marketing services for green businesses.
- China: promotion of green small enterprises: encourage business start-ups in priority industries; training for entrepreneurs to develop business ideas in climate change adaptation and environmental protection

Advantages: effective means of targeting poor, vulnerable groups

Disadvantages: high failure rate; difficult to build right skills

Public Employment Programmes

Aim: to provide income to the poor/vulnerable while increasing employability and supporting labour demand by creating direct jobs

Examples:

- Haiti – erosion control and afforestation in the Gonaïves region (water and soil conservation)

Advantages: effective post-crisis/disaster/seasonal measure to protect incomes and prevent poverty; indirect benefits to households

Disadvantages: does not provide long-term employment

Summing-up

The transition to green growth is best conceived as a driver of structural economic change

This process of structural transformation is likely to involve imbalances in the number and type of jobs available

Labour market policies play an active role in addressing these imbalances and ensuring a just transition to a greener economy

They help workers and employers to make the transition:

- smooth reallocation of workers from declining to growing firms/sectors, reduced adjustment costs for displaced workers
- eco-innovation and diffusion of green technologies through technical education and vocational training



Thank you - for more information

[International Labour Organisation](#)

[Green Jobs Programme of the ILO](#)

[International Training Centre of the ILO](#)

[ILO Green Climate Fund overview document](#)