

Regional Office for Asia and the Pacific



Australian Government-ILO
Partnership Agreement



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International
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GREEN JOBS PROGRAMME FOR ASIA AND THE PACIFIC



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PROGRAMME OBJECTIVES



ILO initiated its Global Green Jobs Programme in 2009 to promote opportunity, equity and a just transition to a low-carbon, climate resilient and environmentally friendly economy. The Programme is encouraging governments, employers and workers to collaborate on generating coherent policies and effective programmes that will support a green economy, with green jobs and decent work for all. Since its inception, the Programme has grown rapidly and now includes active participation in international policy debates, such as the United Nations climate negotiations, the Group of Twenty (G20) and the major economies summits, global analysis, research and assistance (including capacity building).

As at July 2011, activities were taking place in eleven countries at the policy and/or grass-roots levels in Asia and the Pacific. The regional ILO Green Jobs Program is targeting ILO constituents as its priority target group and pursues the following objectives:

- enhance the capacity of ILO constituents to engage in dialogue on green jobs at the local, regional and national level through access to quality data and information;
- contribute to an inclusive growth model that is job-centred, promotes decent work and is environmentally sustainable through influencing national policies; and
- promote green jobs opportunities through demonstration activities and create more green jobs through support to national programmes.

Research on Green Jobs in Asia and the Pacific

ILO constituents and require reliable data and information on green jobs, including evidence on the employment impacts of environment-related policies and good practices. Improving their access to critical information on the relationship between employment and climate change and response policies is therefore a priority. Listed below are some of the most recent ILO Green Jobs activities.

Mapping green jobs in Bangladesh

ILO experts and GHK Consulting have developed a methodology to examine the current and future number of green jobs in a developing country context. A systematic approach is proposed in assessing direct green jobs and indirect jobs that contribute to low-carbon development and environmental sustainability (see Figure 1). The expert team concluded from the study that activities consistent with a more environmentally sustainable form of growth support several million jobs in Bangladesh (Table 1). Sectors such as sustainable agriculture, sustainable forestry and waste management show promise for creating more green jobs. However, some of the environment-related jobs created thus far are not decent due to the widespread practice of paying low wages, the very low participation rates of women, high wage disparities between men and women and poor or hazardous working conditions. Due to these decent work deficits, not all opportunities currently available within the promising sectors can be considered as green jobs – even though there is substantial growth potential for creating environment-friendly jobs. The ILO methodology used to map the green jobs in place and the potential for growth will be further refined through a forthcoming research project to be carried out in collaboration with the Government of Indonesia.

Figure 1 – Defining direct and indirect green jobs (ILO/GHK study, 2010)

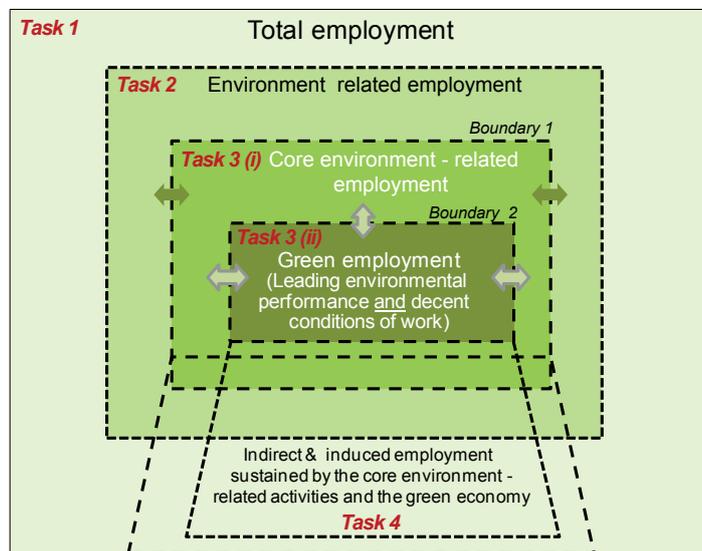


Table 1: Estimated green jobs and related indirect jobs in Bangladesh (2010)

	Core environment-related jobs	Direct green jobs	Indirect environment-related jobs	Total jobs
Sustainable agriculture	41 548	n.p.	47 482	89 030
Sustainable and participatory forestry	28 813	n.p.	28 121	56 934
Sustainable energy	18 823	18,823	50 561	69 384
Waste management and recycling	189 180	n.p.	212 753	401 933
Collection purification/distribution of water	8 441	n.a.	n.a.	n.a.
Climate adaptation activities	1 726 755	616 052	967 849	1 583 901
Manufacturing and energy efficiency	10 934	10 934	21 472	32 406
Sustainable transportation	178 510	178 510	54 049	232 559
Sustainable construction	1 340 000	536 000–670 000	1 416 364	2 019 364
Total	3 543 004	1 427 319	2 798 651	4 485 511

n.p. - Not possible to obtain an estimate for the share of green jobs due to data limitations.

n.a. - Not available

Source: "Looking at the Relationship between Environment, Economy and Jobs in Bangladesh", a study by ILO/GHK, April 2010

Green Jobs in the South Pacific – a Preliminary Study (ILO, April 2010)

The report aimed to assess the challenges and opportunities that are associated with the expansion of specific economic sub-sectors which are under stress from climate change in Fiji, the Solomon Islands, Samoa and Vanuatu. The report found that there was insufficient awareness amongst ILO constituents of the implications of climate change and the potential for job creation of sector-specific climate change adaptation and mitigation strategies. Although some attempts have already been made to implement green technologies such as solar systems as a means of electricity generation in rural areas of Fiji and the Solomon Islands, leading to green job creation, there is lack of awareness of green jobs and its gender implications on the female and male populations among policy makers. It was also found that the sectors having the most potential for green job creation were tourism through sustainable tourism, eco-tourism and village based tourism, natural resource management, food production, recycling and waste management and renewable energy. The broader policy implication with respect to green jobs is that, given the existing disparities between countries, different policy packages will have to be considered for each of the Pacific Island countries. The results of the draft report were shared at the occasion of the Decent Work for Sustainable Development in the Pacific, Tripartite Meeting (THLM), 8-9 February 2010, and also at the Pacific Conference on the Human Face of the Global Economic Crisis, in Port Vila, Vanuatu, from 10 to 12 February 2010. (http://www.ilo.org/suva/what-we-do/publications/lang--en/docName--WCMS_155670/index.htm)

India's Mahatma Gandhi National Rural Employment Guarantee Scheme: A review of decent work and green jobs in Kaimur district in Bihar State.



A female participant collects payment for her work under the scheme established through India's National Rural Employment Guarantee Act

Low-income, labour-rich countries can generate green jobs for people who are poor through public or private investment programmes, particularly in areas such as water conservation, irrigation infrastructure, dam construction, sustainable buildings, flood control and protection, drought-proofing and land development. However, these new jobs must also provide decent work. For example, India's Mahatma Gandhi National Rural Employment Guarantee Act, launched in 2006, links two of the country's most critical problems – extreme poverty and climate change. The law resulted in wage employment support to 53 million households in 615 districts during the 2009–2010 period.

An ILO study of the Rural Employment Guarantee Scheme in Kaimur district, Bihar State, highlights the potential that exists for green jobs and decent work as well as the need to improve adherence to labour standards. The

study found that Labour-intensive green jobs have clear economic and social consequences and can be linked to a broader sustainable development agenda. The Rural Employment Guarantee Scheme heralds a new model that can support national efforts towards promoting sustainable cultivation practices and livelihood opportunities in natural resource management while leading to a more sustainable environment at the local level. Although very preliminary, the study's results were considered promising by the Preparatory Committee for the United Nations conference on Sustainable Development (May 2010, New York), which invited more research on the subject. The results of the study were shared at the regional conference on 'Environments of the Poor', held in Delhi from 24-26 November 2010 and were the subject of much discussion. (http://www.ilo.org/newdelhi/whatwedo/publications/lang--en/docName--WCMS_146013/index.htm)

Knowledge-sharing and training of ILO constituents on green jobs

Training social partners in Asia and the Pacific in 2011

As climate change affects everyone, it is important that the social partners are aware of its impacts and are fully involved in the process of managing the transition towards a green economy that would bring employment benefits and decent work. The raising of awareness and training of ILO constituents, the primary target audience of the program, is therefore an essential part of the Green Jobs Programme.

As part of a process to enlighten and engage social partners, the ILO International Training Centre, the Programme for Workers' Activities and the Regional Office for Asia and the Pacific organized a training on climate change policies, green jobs and decent work for trade union members (Bangkok, 21–25 February 2011), which included representatives from Sustainlabour (the International Labour Foundation for Sustainable Development).

The training discussions centred on raising awareness among workers' representatives on climate change, adaptation and mitigation policies and their impact on the world of work. The focus was put on developing an understanding on the links between environmental policies and labour standards so as to promote decent work in a more environmentally friendly economy. The meeting also discussed ways and means to promote union capacities for engaging in social dialogue at the national and company levels, so that unions can contribute to policy making and actions that promote green jobs initiatives. In this context, the participants prepared the elements of national green jobs action plans for further discussion with their own constituents.



Participants in the trade union training in Bangkok, 2011

Green jobs experience-sharing meetings in China

Over the past two years, the ILO and China's Ministry of Human Resources and Social Security have organized two information-sharing meetings focused on green jobs. The meetings brought together Chinese and international experts and representatives from business, trade unions and specialized institutions. Serving as more than an introduction to the green jobs concept, the meetings were designed to encourage the circulating of information that can help strengthen capacity for research and field studies.

To date, the social partners have discussed their roles and the implications in promoting low-carbon development in China as well as creating green jobs. For instance, a research study by the Chinese Academy of Social Science (CASS) looked at job-centred climate-related policies in various sectors and lauded the importance of those that have targeted increasing energy efficiency, reducing emissions and protecting the ecosystem while positively impacting on job creation over the medium term. Although such measures will adversely affect employment in the energy-intensive, unsafe and polluting sectors, technological advances and reduced operating costs will benefit the long-term development of the economy overall. According to the CASS researchers, China's renewable energy sector will generate more than a million jobs directly and indirectly over the next decade (Table 2). (http://www.ilo.org/asia/whatwedo/events/lang--en/WCMS_140755/index.htm)

Table 2: Projections of total employment effect of low-carbon development in major sectors in China

Sectors	Subsectors	Direct employment	Indirect employment	Subtotal
Forestry (2005–2020)	Afforestation & reforestation	7 600 000	11 085 000	18 685 000
	Sustainable forest management	188 000	61 000	249 000
	Forest tourism	3 154 000	3 616 000	6 770 000
Power Industry (2005–2020)	Thermal power	251 000	29 000	279 000
	Wind power	848 000	2 309 000	3 157 000
	Solar power	50 000	1 237 000	1 287 000
Core Industry (2007–2011)	Iron & steel	-200 000	–	-200 000
Green investment (2008–2011)		175 000	357 000	532 000
Total				30 759 000

Source: Chinese Academy of Social Science (2010)

India's National Conference on Green Jobs, 24–25 June 2010

The ILO along with India's Ministry of Labour and Employment organized the National Conference on Green Jobs to draw attention to emerging trends and issues related to creating environment-friendly employment opportunities and transforming existing occupations in the shift towards greener economies. Involving around 150 development experts working at the technical level on the interface between poverty reduction and the environment, the conference offered a forum for debating policy options and trading inspiring experiences from India and around the world. The discussions covered the employment and labour market implications of environment - and energy-related measures, the potential for promoting green jobs and sustainable enterprises in the Indian policy framework and strategies to ensure an equitable transition to a greener economy. Sector sessions focused on renewable energy, waste management and green buildings.

Launch of a Community of Practice on green jobs in Asia and the Pacific

Nearly 30 experts and practitioners from governments, trade unions, employers' organizations, international organizations and the Green Jobs-AP Programme gathered in Jakarta on 14–16 December 2010 to launch the Green Jobs-AP Community of Practice. Sponsored by the ILO and the Republic of Korea, the online Community of Practice serves to promote green jobs in Asia and the Pacific. The online forum is open to committed professionals and practitioners to share and leverage their technical and practical knowledge on green jobs, to encourage debate and discussions related to green jobs, to promote decent work, to identify and discuss the needs of constituents and to connect people through the telling of their experiences. During the workshop, topics for future online discussions, themes, sectors of focus and products and services that the portal will provide were agreed upon.

The Green Jobs-AP Community of Practice is a virtual community accessible to members from across the region. You can join the community at <http://greenjobs-ap.ilobkk.or.th>

"Green Jobs: the Way Forward" National Conference in Indonesia



Launching the Green Jobs - AP Community of Practice

In Indonesia, a Green Jobs National Conference was jointly organized by the Green Jobs in Asia Project, which is funded under the Australian Government-ILO Partnership Agreement together with the Ministry of Manpower and Transmigration, on 16–17 December 2010 in Jakarta. The Conference aimed to promote awareness and facilitate discussion amongst constituents and key stakeholders. The Conference also acted as a platform to take concrete steps together with the Indonesian Government and social partners to achieve sustainable development and a just transition to green jobs in Indonesia.

In an expression of his support, the President of Indonesia announced the intention of the Indonesian Government to advance a national green skills development strategy and to

foster entrepreneurship and self employment in the green sector, at the 100th International Labour Conference in June 2011 in Geneva. The President also announced the launch of a decentralized youth apprenticeship programme for green jobs. A national study has been launched in Indonesia under the Green Jobs in Asia project funded by the Australian Government in support of the Indonesian Government's request for assistance to undertake a mapping of green jobs across the economy. The study will also assess the employment impacts of environment related policies. (http://www.ilo.org/jakarta/whatwedo/eventsandmeetings/lang--en/WCMS_146734/index.htm)

“Green Jobs: the Way Forward” - National Conferences in Nepal and Sri Lanka

Sri Lanka and Nepal held a National Conference on Green Jobs with full participation of the ILO constituents, under the Green Jobs in Asia Project which is funded by the Australian Government, In Sri Lanka, the meeting was organized in collaboration with the Ministry of Labour and Labour Relations and Ministry of Productivity Promotion, and held on 24-25 January 2011 in Colombo. In Nepal, the National Conference was jointly organized with the Ministry of Labour and Transport Management, and held on 28 April 2011 in Kathmandu. Ways of supporting sustainable development and enterprises and the creation of green jobs were discussed at the conferences. The conferences also saw the official launch of the Green Jobs project in the two countries and each was attended by close to 100 participants, representing government departments and institutions, employers' and workers' organizations, private sector companies, NGOs, research institutes, academia and media. (http://www.ilo.org/colombo/whatwedo/events/lang--en/docName--WCMS_150268/index.htm) (http://www.ilo.org/kathmandu/whatwedo/eventsandmeetings/lang--en/WCMS_154775/index.htm)

First Awareness Raising Workshop in Cambodia

On 17 March 2011, the ILO in Cambodia organized for the first time a National Awareness raising meeting on Green Jobs. The purpose of the workshop was to introduce the concept of Green Jobs to ILO constituents and review opportunities and challenges relating to the mainstreaming of green jobs into social and employment policy, and the promotion of a just transition for enterprises and workers towards a low-carbon, environmentally friendly economy.

The meeting identified four priority sectors for the expansion of green jobs in the country, namely agriculture, construction, tourism, and garments, with further discussions surrounding potential for future inclusion of forestry (and particularly, green jobs for indigenous groups). Employment policy was considered the priority topic under the Decent Work Country Programme where the green jobs dimension should be incorporated, in particular skills development in green sectors and social protection under the creation of green jobs in public works programme.

Green Jobs, Greener Business Training Thailand

The Green Jobs, Greener Business training for Thai constituents and partners (Bangkok, 28-30 June 2011) was organized under Greener Business Asia, a project funded by the ILO/Japan Multi-bilateral Programme. The training addressed key challenges and responses to climate change and broader environmental issues, with a focus on their relations to employment and labour dynamics.

In the course of the training, participants engaged with the concept of Green Jobs and its meaning and significance in the context of Thailand, they discussed policy strategies and initiatives at the national and international levels, with particular attention being paid to issues related to sustainable enterprises, and they began to reflect on the experiences and potential roles of workers, employers and governments in promoting Green Jobs and ensuring a Just Transition. Participants, who were largely comprised of representatives from the ILO tripartite constituents but also extended to delegates from different Ministries and public and private institutions, took part in rich discussions and group work, actively exchanging ideas and perspectives throughout the training event. http://www.ilo.org/asia/whatwedo/events/lang--en/WCMS_158405/index.htm

Promoting a just transition to a green economy and inclusive growth for the world of work

The ILO Green Jobs Programme looks to strengthen the short-term and long-term capacity of social dialogue to mainstream green jobs development into social and employment policies, to integrate green jobs policies into the national Decent Work Country Programmes of member countries to contribute to climate and environment-related policies at the national level and to facilitate a just transition for enterprises and workers towards a low-carbon, environment-friendly economy through such activities as the following:

Establishment of a National Multi-stakeholder Taskforce on Climate Change and Green Jobs

A Multi-stakeholder Taskforce on Climate Change and Green Jobs was established under the leadership of the Ministry of Labour and Employment in India in March 2009. The taskforce consists of representatives from

various government departments, workers' and employers' organizations, research institutes and non-government organizations who have come together to address the employment and labour market dimensions of the policies and strategies in place to support environment-friendly opportunities for decent work. From a governance perspective, the taskforce seeks to promote awareness on green jobs and dialogue among a range of different institutions, thus fostering broad-based support for a just transition to a more sustainable economy while offering assistance towards improving inter-agency and inter-ministry coordination and policy coherence. After an initial meeting of the taskforce in 2009, a second gathering took place in January 2011.

'Greening' of the National Labour Policy in the Philippines

Green business and green jobs are to be incorporated in the sustainable economic path towards poverty alleviation in the Philippines. This is reflected in the Philippine National Labour and Employment Plan 2011-2016. The Institute of Labour Studies of the Department of Labour and Employment in partnership with the Green Jobs in Asia Project, which is funded under the Australian Government-ILO Partnership Agreement, facilitated a round table discussion on 'greening' the Labour and Employment Agenda on 5 April 2011. More than twenty high level representatives from government, employers and workers were represented. Furthermore, the Philippines' Climate Change Commission integrated green jobs into the Climate Change Action Plan with the ILO's green jobs activities directly contributing to all three outcomes in the action plan. These outcomes include: (1) climate-smart industries and services promoted, developed and sustained, (2) sustainable livelihood and jobs created from climate-smart industries and services, which includes innovative financing mechanisms for sustainable livelihood in rural and climate change vulnerable areas and (3) green cities and municipalities developed, promoted and sustained.

"Guiding Opinions on Promoting Green Jobs" in China

The ILO collaborated with China's Ministry of Human Resources and Social Security in 2010 to develop a policy document entitled *Guiding Opinions on Promoting Green Jobs*. The process included a technical workshop in Beijing with a team of ILO experts to exchange views on integrating green jobs into the policy framework for employment and social security. Green jobs is considered a critical issue within the employment policy framework for transforming China's growth pattern. Measures to promote green jobs in China are to follow the double objectives of achieving sustainable development and full employment. The Government of China also considers green jobs an important means for improving workers' living and working conditions and for promoting the achievement of decent work. During 2011, the Ministry will further elaborate and consolidate the guiding opinions, in line with the twelfth Five-Year Economic Plan.

Support for green job creation

The Green Jobs Programme aims to create more green jobs and promote green job employment opportunities through policy development and field demonstration activities that respond to the different needs of women and men, such as the following:

Solar panel installation in Bangladesh

The ILO formally launched its green jobs initiatives in Bangladesh in December 2008 in partnership with the Government and Grameen Shakti, one of the world's largest, not-for-profit rural renewable energy companies. Previously, there was little, if any, knowledge on green jobs, skills development and the potential of the renewable energy sector in Bangladesh.

The ILO's pilot initiative provided an avenue for developing and testing new methodologies of assessment, including an employment impact assessment analysis. It also brought about partnerships with local stakeholders for building capacity, creating jobs and promoting access to renewable energy. The collaboration focused primarily on training: First, with ILO support, a public-private partnership was established between the Bureau of Manpower, Employment and Training (a public sector training provider) and Grameen Shakti to improve the skills of existing solar technicians and train new ones. Second, women in the rural areas were trained to become entrepreneurs with solar home systems through the Women Entrepreneurship Development Programme. Several hundred women entrepreneurs were trained along with professional trainers of Grameen Shakti, who have conducted courses under the supervision of TARANGO, a national training institution specializing in entrepreneurship training review of the ILO's green jobs initiatives in July–August 2010 found the collaborative initiative worthwhile and recommended its expansion.

Renewable energy in India's dairy sector

As part of the ILO's regional pilot activities on green jobs, a demonstration project was initiated in Jabalpur district, Madhya Pradesh State. It uses an integrated approach that draws upon the successful experience of the ILO's participatory value-chain development approach in Sri Lanka. Given that India is the world's largest milk producer and its livestock sector alone provides employment to 18.4 million people, there was strong justification for focusing on the dairy sector in the piloting phase.

The core features of the pilot project entail:

- the integration of social and environmental goals into a local value chain development logic, which contributes to securing stakeholders' buy-in and commitment;
- a participatory methodology, which helps to ensure strong stakeholder ownership and long-term sustainability; and
- convergence of the project with government schemes and local initiatives and strengthening of collaborative relations among stakeholders, with resulting benefits in local governance.

The project involves a participatory value-chain assessment to identify challenges and opportunities and potential points of action that would strengthen the dairy sector and improve its environmental and social impact. Activities conducted thus far include:

- identifying common land for development of fodder production (based on convergence with government schemes, including the public employment scheme);
- developing calf-rearing practices at the local level;
- introducing biogas-based technology into commercial dairy farming; and
- providing entrepreneurship training to dung-cake producers and farmers.

Green Business Options in China

The ILO Green Business Options (GBO), a green jobs initiative associated with the Start and Improve Your Own Business training programme kicked off in China in April 2010 to encourage entrepreneurship in green businesses among young people. The programme targeted university graduates with awareness on climate change and environmental problems as business opportunities and encouraged them to develop innovative ideas and thus contribute to solving problems through their own enterprise. The training focused primarily on micro and small

business development. In the long term, the GBO programme will extend to more than 200 universities in China and integrate other potential groups, including migrant workers and former military officers.

As an illustration of the success of the programme, Yang Shumbo, a participant in the GBO training, developed a device to further reduce electricity consumption of energy-saving light bulbs. Mr Yang created a LED-intelligent control system that he turned into a business venture – the Yu Chen Cheng Electronic Technology Company. Through the GBO training, Mr Yang received guidance in setting up his business with two other students. The Chengdu Vocational and Technical College supported his business plan and provided 5,000 yuan (US\$760) for the venture. The college became the first pilot location for testing Mr Yang's system, which for now targets colleges and universities but envisions growth into the areas of interior illumination (home and commercial space), pedestrian lighting and street advertising signs in large cities. Mr Yang intends to consolidate his business model over the next five years, then develop and improve the technology so that he can expand into south-west China in the following decade.



Yang Shumbo and his fellow colleagues during the GBO training in China

Skills for green jobs

Many governments have embraced the green jobs as a real solution to overcoming the negative environmental, economic and social impacts of climate change and environmental degradation which is the priority for a green economy. According to the recently released *Global Report on Skills for Green Jobs* (ILO-Geneva, 2011), this evolution in thinking at the policy level is increasingly placing green jobs at the centre of the policy agenda. This is reflected in the increased interest in holistic green skills development strategies and national road maps for green jobs.

The Asia-Pacific region contributed significantly to the global ILO report on *Skills for Green Jobs*, with experiences drawn upon from eight countries (Australia, Bangladesh, China, India, Indonesia, Philippines, Republic of Korea and Thailand). Key recommendations included the following:

- Action is required now. The green transition and related skills change are already in motion.
- Policy coherence is crucial. The policy response to changing skills needs must reflect economic, employment and environment concerns.
- A more decentralized approach is useful to promote policy coordination at the sector and local levels.

Web Site-Green Skills: http://www.ilo.org/skills/projects/WCMS_115959/lang--en/index.htm

Skills development insights at company level in the Philippines

The Government of the Philippines launched several case study assessments to identify the potential for improving environmental and energy-use performance as well as to analyse the need for green skills training programmes at the enterprise level. The case studies included bio-ethanol plants, geothermal energy projects, the iron and steel industry, pollution-prevention abatement and energy-intensive industries. Given the multiple challenges that enterprises face to remain competitive and survive, environmental issues are best addressed through an integrated approach that helps improve their economic, social and environmental performance. Within this framework, efforts to green enterprises are part of a wider strategy for enterprise upgrading. The case studies illustrate the crucial role of the human resources department as the chief translator of a company's green vision and mission into such a new frontier and for upgrading skills.

Experiences from around the world show that “greening” programmes create jobs rather than displace them. However, they require the guiding hand of professionals and experts such as (environmental engineers, geologists, biodiversity specialists,) to ensure rapid and efficient skills up-grading. Enterprises and organizations need to become skills training providers (with the support of outside experts, if needed). Going green means greater levels of team work and productivity because it fosters ownership among workers and between workers and managers.

Occupational safety and health in Fiji's waste management sector

The *Work Adjustment for Recycling and Managing Waste* (WARM) training manual aims to improve the safety, health and efficiency of waste-collection work. The manual is a product of a joint effort involving the Government of Fiji, the ILO and the Japan International Cooperation Agency (JICA). The manual promotes the “3Rs” (reduce, reuse and recycle) of waste and incorporates illustrations of good examples for use by waste collectors and managers. It also relies on ILO participatory training approaches to promote practical collaborative actions between waste collectors and communities that will establish safety and efficient waste collection systems in Fiji and other countries.

WARM: http://www.ilo.org/asia/whatwedo/publications/lang--en/docName--WCMS_126981/index.htm

Important technical cooperation activities for green jobs

- Under the ILO/Korea Partnership Program, knowledge management activities on green jobs have been initiated with a special focus on ILO constituents. The development of a Community of Practice on Green Jobs for Asia & Pacific is an effective way of engaging ILO traditional partners, as well as new ones, into the discussion on the opportunities and challenges linked to green jobs and for the sharing of experience. Research studies on skills and the mapping of green jobs are currently under way in several countries in the region thanks to the support provided by the Government of Korea.
- Greener Business Asia (2010-2012), funded by the ILO/Japan Bilateral programme in the Philippines and Thailand, proposes a strategy based on bipartite cooperation at the workplace to identify and implement solutions to improve the triple bottom line of enterprises, contributing to building capacity of constituents and national institutions to support environmentally-friendly and responsible business practices within sectors and industries. The selected sectors for the project are the automotive sector in the Philippines, and tourism, with a focus on hotels, in Thailand.
- The Green Jobs Asia Project (2010-2012), which is funded under the Australian Government-ILO Partnership Agreement, focuses on facilitating ILO constituents' access to reliable information and training, and expanding their capacity to promote green jobs in five Asian countries (Bangladesh, Indonesia, Nepal, Philippines and Sri Lanka). Specific measures for creating green jobs will be put in place in selected sectors including sustainable tourism, green social housing, waste management and renewable energy.

Q&A

Sharan Burrow, General Secretary of the International Trade Union Confederation, (ITUC) talks about green jobs



*Interview conducted
by ILO RO-Asia
and the Pacific*

1. The Second World Congress of ITUC adopted in June 2010 an important resolution entitled **Combating Climate Change through Sustainable Development and Just Transition**. What are the main features of this resolution?

The Resolution confirms the commitment of the trade union movement to the fight against climate change and to the need for quick governmental actions. The Resolution clearly states that unions will promote a different economic model, a change in global production and consumption systems to protect not only people but also the environment.

The ITUC Resolution revolves around a key concept – just transition – so the people that trade unions represent won't be victims but actors in the transformation process. A just transition will make climate policies improve living standards as well as protect the environment for generations to come. The reason for just transition is that the market alone will not ensure social justice in the transition to a low carbon economy. Only a proactive strategy by governments in consultation with social partners will succeed.

2. What are, in your opinion, the main challenges related to facilitating a just transition for workers towards an environment-friendly, low-carbon economy?

One of the main challenges is to ensure that climate change approaches take into account the social aspects of the transition. The latter should play a much more central role. Our challenge as unions is to raise awareness of the linkages between labour and climate change and to ensure workers are not forgotten when decisions are taken.

A second challenge is our own awareness as unions. As the ITUC, we will scale up our efforts to help unions in understanding this complex issue. Nonetheless, we will need to mobilize our members at the national level to reach all workplaces.

Lastly, we need to create opportunities. A just transition will only be possible if we create or transform jobs for all workers to find their place in the new model.

In the Asia-Pacific region, there is a wide variety of realities. There are developed countries that need to deeply reduce their emissions and transform their consumption patterns. There are countries with emissions growing rapidly that need to raise the challenge of decoupling development from emission growth. There are very vulnerable countries that will be the hardest hit by the climate crisis and will need to be accompanied to protect their communities. For each one of those categories, the union movement will need to come with different just-transition policies... there is still a long way to go.

3. What can be done at the country level for an active participation of the unions in the decision-making process, in particular in the Asia-Pacific region?

In the region, trade unions need to be more actively involved in climate change decision-making. For this to happen, governments should open social dialogue spaces on environmental issues. These would generate consensus around climate policies and help consolidate trade unions' awareness of environmental issues.

Further involvement of trade unions is also needed to ensure that new investments in clean sectors in the region contribute to the objective of decent work, and thus to fairer development. The promotion of training and the need to strengthen the innovation agenda will also be key to placing workers at the center of a "green and decent economy".

Finally, the active participation of unions depends on the active mobilization of their members. One solution to build trade unions' members' commitment towards environmental issues is to involve workers in the transformation of their workplaces into cleaner, safer and resilient ones. With active members, trade unions can gain power to actively participate in decision-making processes.

Towards a Green Economy: Pathways to Sustainable Development and Poverty Eradication

According to the United Nations Environment Programme's latest report on the green economic, released in February 2011, countries moving towards a green economy are already seeing significant employment creation with their existing policies, with the potential to expand with further investment into green sectors. Policies targeting small and medium enterprises hold particular promise because they account for a large share of employment and employment growth in most countries. The report offers the following insightful lessons:

- A shift to a green economy also means a shift in employment, which, at a minimum, will create as many jobs as business as usual. Overall, however, the employment gains under green investment scenarios could be much higher.
- In green investment scenarios, the agriculture, construction forestry and transport sectors would see job growth in the short, medium and long terms that exceed their comparable business-as-usual scenarios.
- Allocating a minimum of 1 per cent of global gross domestic product to raise energy efficiency and expand the use of renewable energy will create additional jobs while delivering competitive energy.
- Jobs in waste management and recycling will grow to handle the increased waste resulting from population and income growth, although challenges in terms of decent work in this sector are considerable.

To be truly green jobs, the new jobs in waste management and recycling activities need to match the requirements of decent work, including such aspects as a living wage, the elimination of child labour, occupational health and safety protection, social protection and freedom of association. The ILO is calling for investment in social development and human capital development, which are critical to make a green economy possible and to seize the benefits for sustainable development. It is only with skilled workers, qualified employers and informed labour institutions that the transition will be feasible. Inclusive social protection schemes, the creation of sustainable enterprises and the expansion of green jobs will make the transition a just one.

From *Promoting Decent Work in a Green Economy—ILO Background Note to Towards a Green Economy: Pathways to Sustainable Development and Poverty Eradication*, United Nations Environment Programme, 2011.



DECENT WORK

A better world starts here.

You can join our ILO Community of Practice on Green Jobs by going to
<http://greenjobs-ap.ilo.org/th/> and register as a member.

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