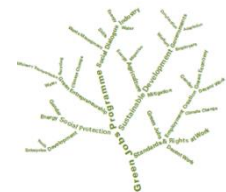




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▶ Integrating a Just Transition to Environmental Sustainability into development cooperation projects

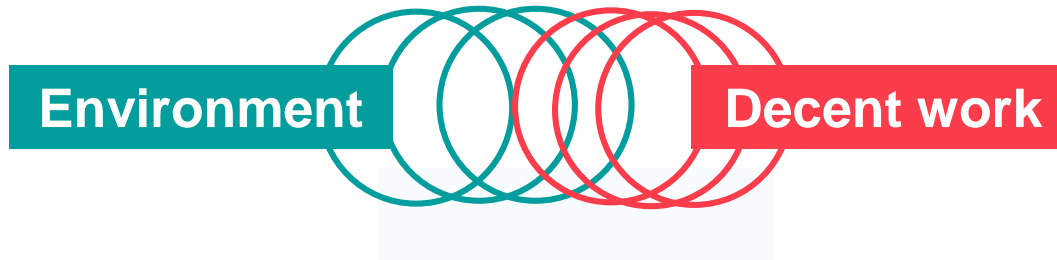




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Why does environmental sustainability matter for decent work?



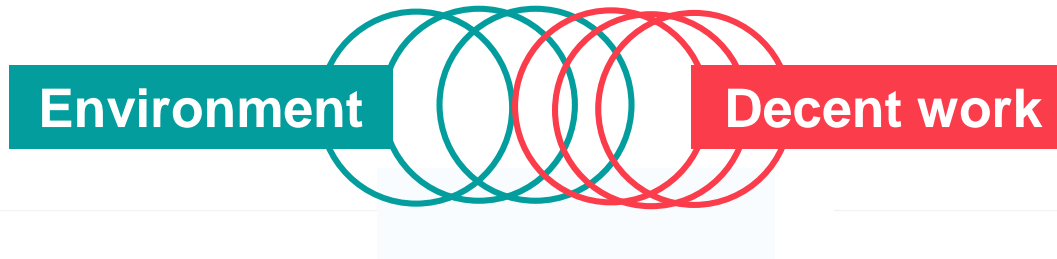
1.2 billion jobs
are closely linked to ecosystem
services

Two per cent
of working hours will be too hot
to work, owing to climate
change, by 2030

86 million jobs
will be lost, if fisheries collapse



Why does environmental sustainability matter for decent work?



Indigenous and tribal peoples
in poverty rely on ecosystem services for their survival

Gendered impacts
of climate change

23 million
working-life years were lost annually as a result of different environmentally related hazards caused or aggravated by human activity

The shift to sustainability: key driver of change in the future of work

Measures to achieve the

2-degree goal of the Paris Agreement projected to
lead to

**24M jobs created & 6M jobs displaced: net
employment gains of 18M by 2030**




JUST TRANSITION to environmentally sustainable economies and societies for all

Job and income gains are maximized

Risks of job and income losses are offset

The vulnerable are protected & included



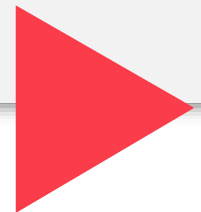
Economies generate lower
Emissions,
Environmental impact ↓

↑
Environmental quality
and resilience improves



Basic principles in integrating a just transition to environmental sustainability in projects - 1

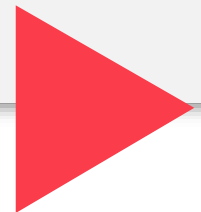
- **Recognize environmental concerns and opportunities in the initial identification of issues across the area(s) of action**
 - 1) **maximizing opportunities** in terms of positive social and economic outcomes in terms of both Decent Work and environmental outcomes, and/or
 - 2) **addressing risks** for the world of work associated with environmental challenges and response measures.





Basic principles in integrating a just transition to environmental sustainability - 2

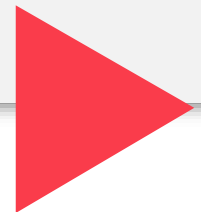
- **Communicate with national stakeholders** about the relevance and value of addressing a just transition to environmental sustainability.
- **Plan to provide adequate resources for** work on a just transition, and ensure staff **responsibilities are allocated.**





Basic principles in integrating a just transition to environmental sustainability - 3

- **Addressing a just transition** to environmental sustainability **starts** in the very first phases of **scanning for project ideas**.
- A number of **donors** have environmental sustainability issues high on their agendas -> opportunities.
- Recognise and take into account environmental issues in the **project management cycle**.
- **Broader approach** to integrating a just transition to environmental sustainability in DWCPs, CPOs, projects





Guidance and tools on integrating environmental sustainability into the work of the ILO

- Green Place Sharepoint <https://intranet.ilo.org/myILO/Pages/Communities.aspx> (Contact the GJ programme to be registered: greenjobs@ilo.org)
- Rapid Situational Analysis for a Just Transition
- IGDS 460. [ILO environmental sustainability policy](#)
- IGDS 461. [ILO environmental management system](#)



Tips and tricks for addressing a just transition in project design

1. Take stock

What are the environmental factors that impact on employment and decent work?

vulnerability to climate change, capacity for adaptation

How do target sectors impact on the environment? How are they impacted by the environment?

natural resources, energy, waste

economic activities in protected areas

future growth: positive, neutral, or negative effect on the environment

Sectoral vulnerability to climate change, impacts of desertification and environmental degradation



Tips and tricks for project design

2. Consider

What are the environmental risks, goals and priorities of the country?

UN Common Country Analysis

World Risk Report

Environmental Performance Index

How are environmental considerations currently taken into account in national development priorities?

Mandate and capacity of the Ministry of Environment and coordination (gaps) with Ministries of Employment

Mechanisms for environmental review and policy-making, who leads them, and their level of influence over national development planning

Governance and political situation in the country: transparency, conflicts, social inclusion



Tips and tricks for project design

3. Assess

What opportunities exist for promoting decent work through a shift to greener and more resilient economies?

Green products and services, employment in emerging green sectors, resource efficiency, access to clean energy

Where are the potential leverage points (i.e. policy entry-points)?

Look for win-win situations



Tips and tricks for project design

4. Design

Who, what, and how

Who will “own” the change?

What is the type of environment-related objective (layers of green) that complements your decent work objective?

How will the environment-related objectives be delivered?



Tips and tricks for project design – theory of change

Results chains are the building blocks behind a theory of change that map out the expected results from project activities all the way through to the desired impact.

Here is a simplified example of an intervention with the objective of creating and improving jobs in the construction sector. This particular intervention is about improving skills.

No integration of environmental sustainability elements.

IMPACT

Jobs created and improved for the target group

OUTCOME

Target group increases income

OUTPUT

Target accesses more employment opportunities with improved skillsets

ACTIVITY

Training institutions roll out updates training services to target group

Project works with training institutions to update training curricula

Project identifies skills gaps in construction sector



Tips and tricks for project design – theory of change

As a first level of effort towards integrating environmental considerations, consider how the project activities could expand the scope of the intervention to include elements of environmental sustainability that are important in that context (country, sector...).

This means that a project makes a **some degree of contribution to environmental sustainability, albeit in a limited manner**

Some degree of integration of environmental sustainability elements in a narrow way

IMPACT

Jobs created and improved for the target group

OUTCOME

Target group increases income

Target group accesses more employment opportunities with improved skillsets

OUTPUT

Training institutions roll out updates training services to target group

ACTIVITY

Project works with training institutions to update training curricula, **inclusive of green construction skills** ★

Project identifies skills gaps in construction sector **including relevant skills for green construction** ★

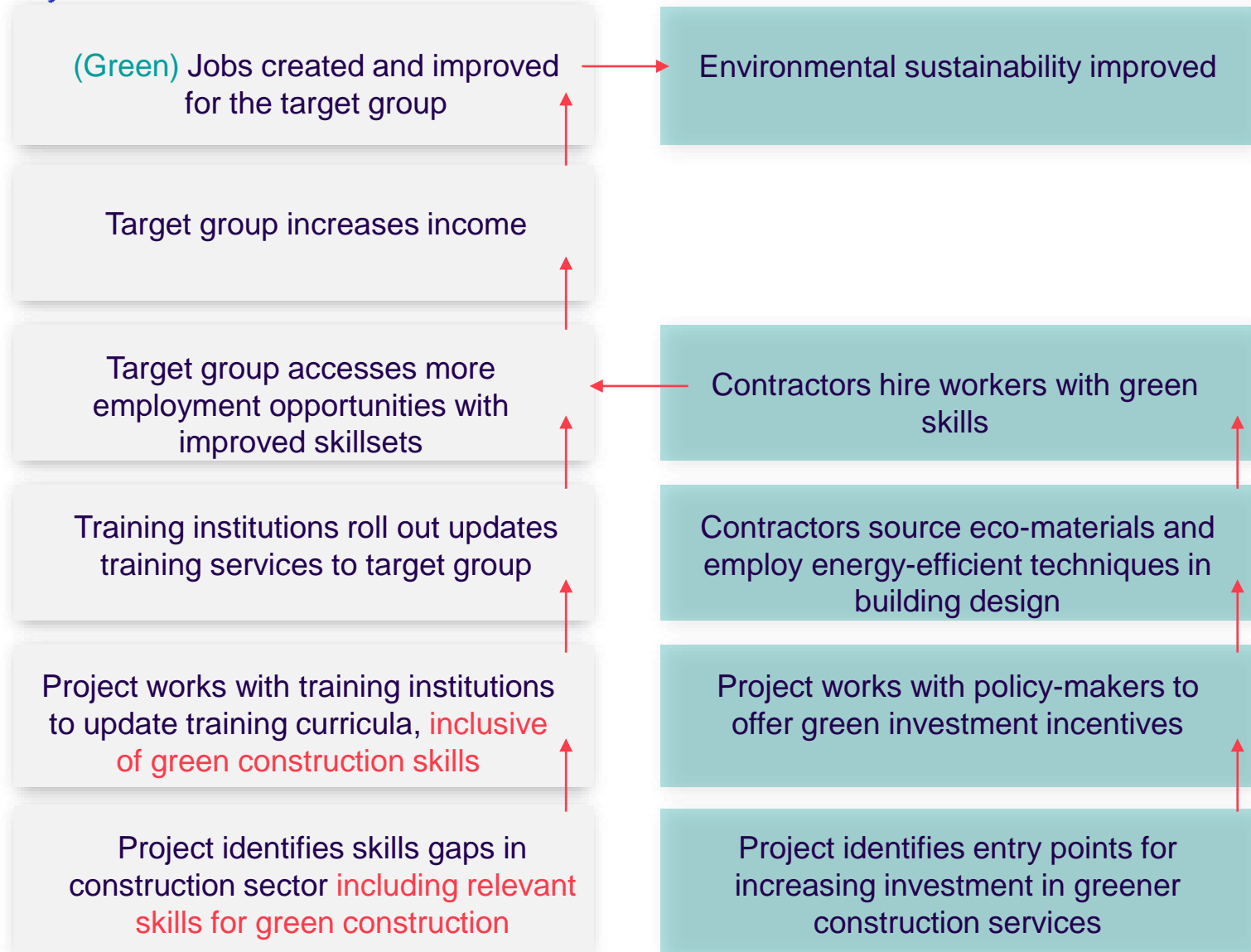


IMPACT

OUTCOME

OUTPUT

ACTIVITY



Original activities are “greened”

Intervention with distinct green outcome but that contributes directly to original outcome goal

We can go a **step further by introducing new activities with a green focus** that complement existing activities and result in green outcomes.

In this case there is a significant contribution to sustainability.



International Labour Organization

IMPACT

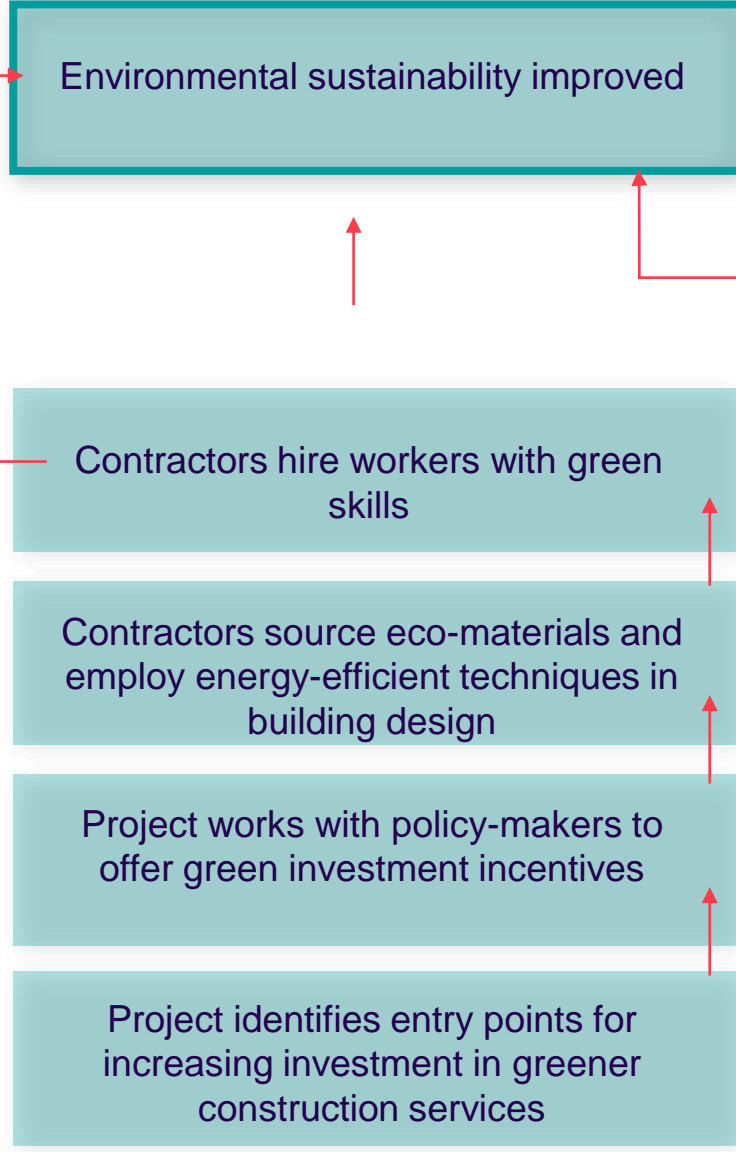
OUTCOME

OUTPUT

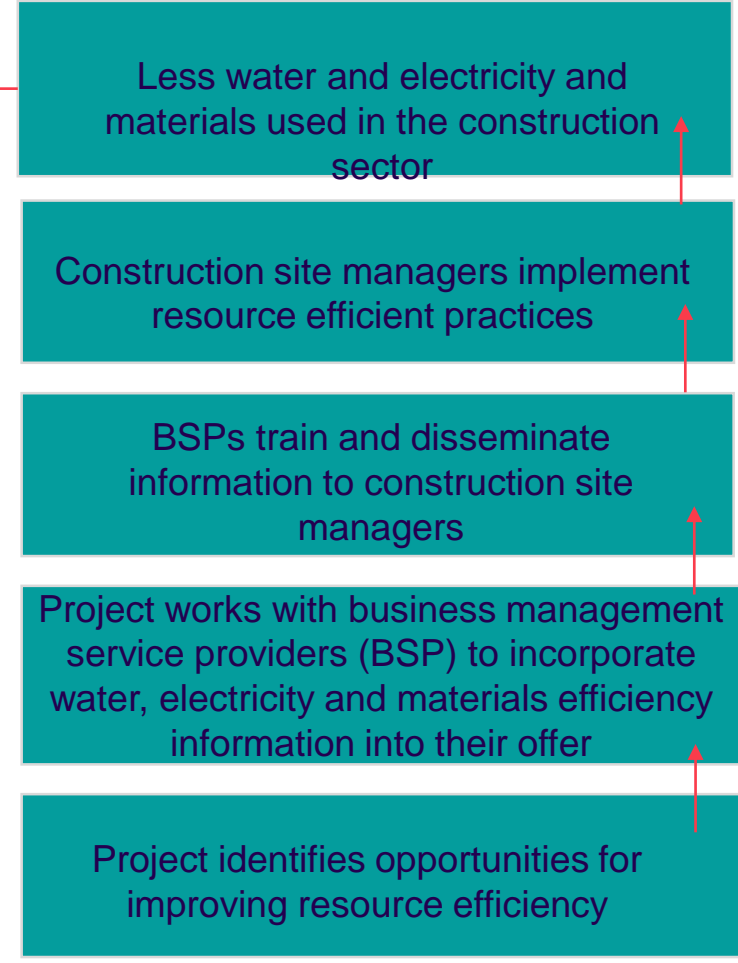
ACTIVITY



Original activities are "greened"



Intervention with distinct green outcome but that feeds back to original outcome goal



Intervention whose direct impact goal is focused on environmental sustainability

Finally, we can go even further to introduce activities with a green focus that seek to directly contribute to improved environmental sustainability at the impact level.