



International
Labour
Office
Geneva

A photograph of two workers at a solar farm. A woman in a red shirt and green hard hat is on the left, looking towards the right. A man in a light green shirt and blue hard hat is on the right, working on a solar panel. The background shows rows of solar panels under a clear sky.

The Green Jobs Programme of the ILO

Building solutions around the world

Policy-Making

Mexico



“Businesses increasingly realize that going green can bring new opportunities without additional costs. But, to fully unleash such potential, it is essential that governments create the right enabling environment and ensure that policies are well aligned.”

Javier Warman, *Secretariat of Environment and Natural Resources (SEMARNAT)*

Decent Work in the Green Economy project in Mexico, Turkey and China

Skills Development

Costa Rica



“In response to a growing market demand, we have provided over 8,000 workers with technical vocational training for skills in solid waste management, water treatment (waste, drinking and swimming pools) and implementation of environmental management systems in businesses.”

Gloria Acuña Navarro, *National Learning Institute of Costa Rica*

Project FOIL (Fortalecimiento de sistemas integrados de Formación, Orientación e Inserción Laboral) in Central America and the Dominican Republic

Social Inclusion

Serbia



“Thanks to the training on e-waste management, young unemployed people have been made aware of the income opportunities offered by this sector. They no longer identify such an area of work for only unqualified workers, but as providing employment for all.”

Snežana Radovanović, *Local Assembly of Soko Banja*

ILO project on green jobs in e-waste recycling in Serbia

Green Entrepreneurship

Kenya



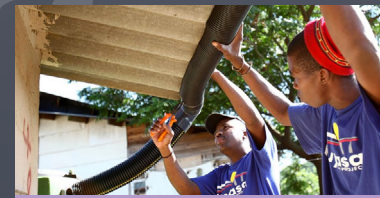
“I noticed that there was a lot of plastic waste in Nairobi and thought that this was a business opportunity that could be developed. Today my company recycles plastic waste from dump sites and converts it into durable and weather-resistant products that are viable substitutes for wood in the building and construction sector.”

Lorna Rutto, *Eco Post Recycling Company*

ILO Youth Entrepreneurship Facility in Kenya, Uganda and Tanzania

Greening Sectors

Zambia



“We started using local materials such as clay, earth bricks and timber in our construction projects. This saves a lot of money and time and makes us proud to be supporting the environment and the local community.”

Omba Lacey, *Katcey Constructions*

The Joint UN Zambia Green Jobs Programme

Greening Enterprises

Philippines



The Coron Gateway Resort has significantly improved its sustainability notably by upgrading its waste management systems, reducing the number of hazardous sites and replacing chemical cleaning products with biodegradable ones. These initiatives suggested by staff have improved the resort's internal systems and workplace conditions.

The Greener Business Asia project in Thailand and the Philippines

Climate Resilience

Indonesia



Livelihood creation, for example through sustainable fish farming, provides long-term income opportunities and viable alternatives to more environmentally damaging activities. As activities with an adverse environmental impact decline, such as logging and the drainage of peat lands, ecosystems are restored and communities become more climate resilient.

Green Livelihood Access for Central Kalimantan's Inclusive Environmental Response to Climate Change - GLACIER

What are green jobs?

Green jobs are vital for achieving sustainable development: they reduce adverse environmental impacts, are socially just and provide economic opportunities.

What do we mean by a green job?



A green job is a decent job that contributes to preserving or restoring the environment by incorporating one or more of the following aspects: improving energy and raw materials efficiency; limiting greenhouse gas emissions; minimizing waste and pollution; protecting and restoring ecosystems; and supporting adaptation to the effects of climate change.

Javier Warman, *Secretariat of Environment and Natural Resources (SEMARNAT)*

What is a decent job?

A decent job involves opportunities for work that is productive and delivers a fair income; provides security in the workplace and social protection for workers and their families; offers better prospects for personal development and encourages social integration; gives people the freedom to express their concerns, to organize and to participate in decisions that affect their lives; and guarantees equal opportunities and equal treatment for all.

Snežana Radovanović, *Local Assembly of Soko Banja*



The current green jobs statistical definition is based on adopted *guidelines concerning a statistical definition of employment in the environmental sector* at the 19th International Conference of Labour Statisticians (2013).

How can I identify whether my job is a green job?



Green jobs can produce goods or provide services that benefit the environment. They can also contribute to more environmentally sustainable production processes in enterprises.

Omba Lacey, *Katcey Constructions*

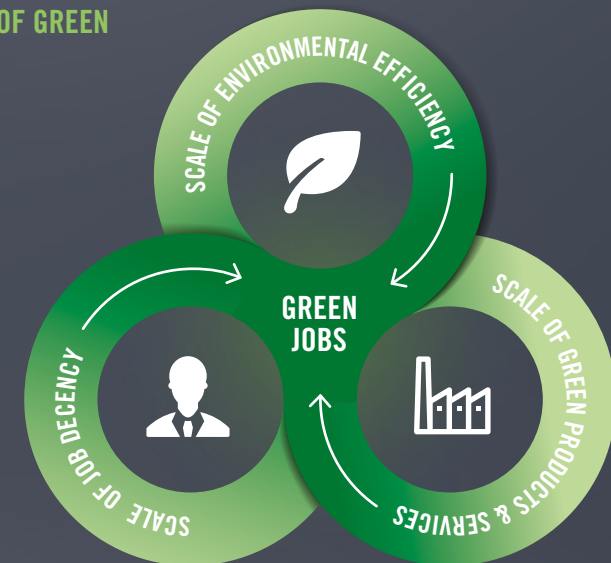
Does this mean that there are many different types of green jobs?

Green jobs can embrace environmental practices and decent work conditions to varying degrees. Enterprises can start with small/“lighter” green initiatives and with time move towards more comprehensive/“darker” green initiatives. Improving the environmental and social qualities of jobs is a continuous process that seeks to achieve sustainable development at national level.

Gloria Acuña Navarro, *National Learning Institute of Costa Rica*



THE SHADES OF GREEN CONCEPT



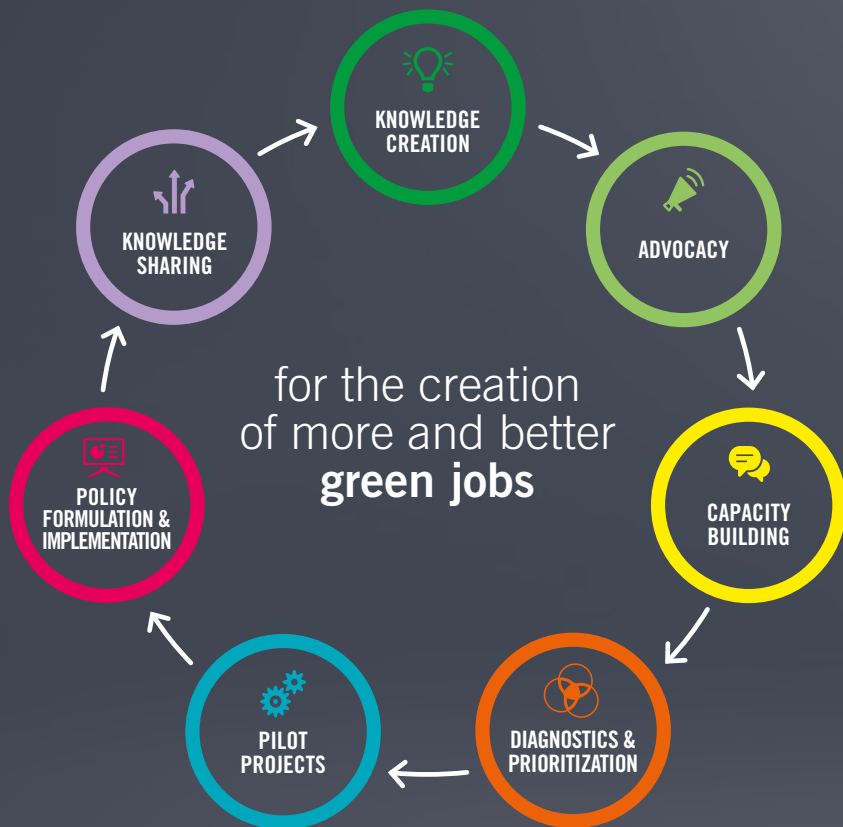
Our approach

Given the scale, complexity and urgency of the environmental, social and economic challenges the world is facing, taking a **holistic approach** to confronting these challenges is not an option but a necessity.

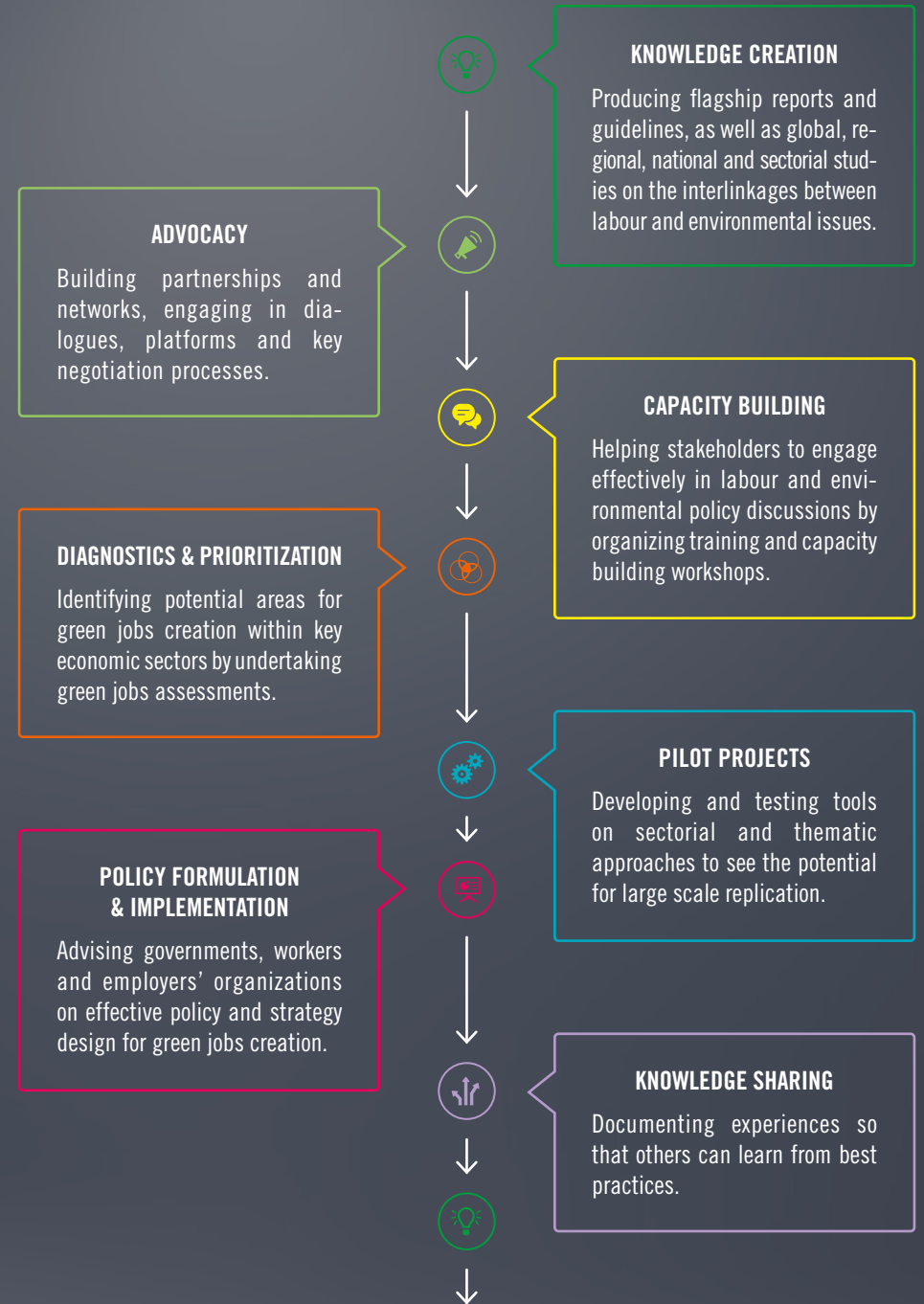
By providing leadership and technical advisory support for the creation of green jobs, the ILO's Green Jobs Programme contributes to preserving and restoring the environment, promoting socially inclusive development and boosting economies by creating employment.

With a strong focus on stakeholder engagement, the programme aims to create synergies and connections to meet specific country needs and circumstances.

6



OUR SERVICES

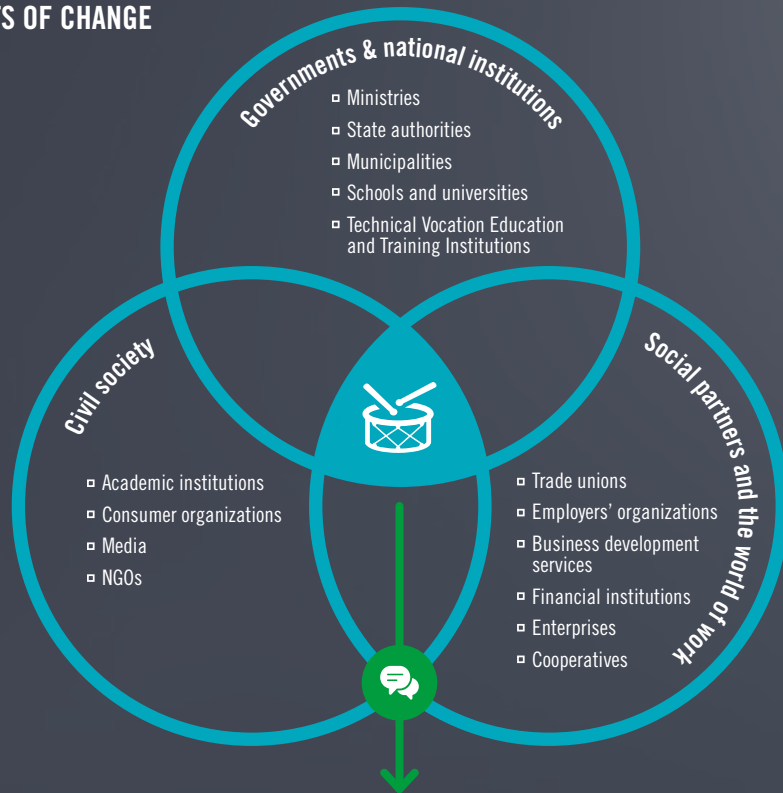


7

Creating green jobs in your country

Green jobs can be created in all countries regardless of their level of economic development. They can be promoted in urban as well as rural areas, in all sectors and industrial activities and types of enterprises. The diagram below illustrates how all actors can become active agents of change in creating green jobs.

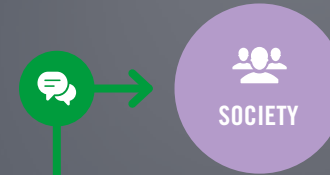
AGENTS OF CHANGE



SOCIAL DIALOGUE FOR A JUST TRANSITION

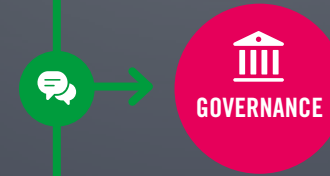
Negotiations, consultations, or simply the exchange of information between or among all agents of change is central to the success of creating green jobs in a just manner. By better understanding the various perspectives, a shared assessment of issues can be elaborated and a holistic strategy defined.

AREAS OF CHANGE



Cultivating the right mind-sets, attitudes and values will foster sustainable and low-carbon economies.

Increased awareness and sensitization of the current pace of environmental degradation and the effects of climate change is decisive in driving consumer demand for green products and services and environmentally friendly production processes.



Creating the right enabling environment in each country is essential to unleash their green jobs potential and ensure a just transition:

- (i) *macroeconomic policies* to redirect consumption and investment
- (ii) *sectoral policies* for establishing environmental regulations and mandates and targeting key sectors
- (iii) *social and labour policies* focusing on employment, social protection, training and skills development
- (iv) *climate change mitigation and adaptation policies* to promote employment in emerging new green activities and in climate resilient infrastructures and the rehabilitation of natural resources.



At the heart of action, they turn green jobs creation into a reality.

Any type of enterprise can be or become green.
Green jobs can be created by green enterprises through start-ups by tapping into new markets or through the greening of existing enterprises by shifting towards more environmentally friendly production processes.

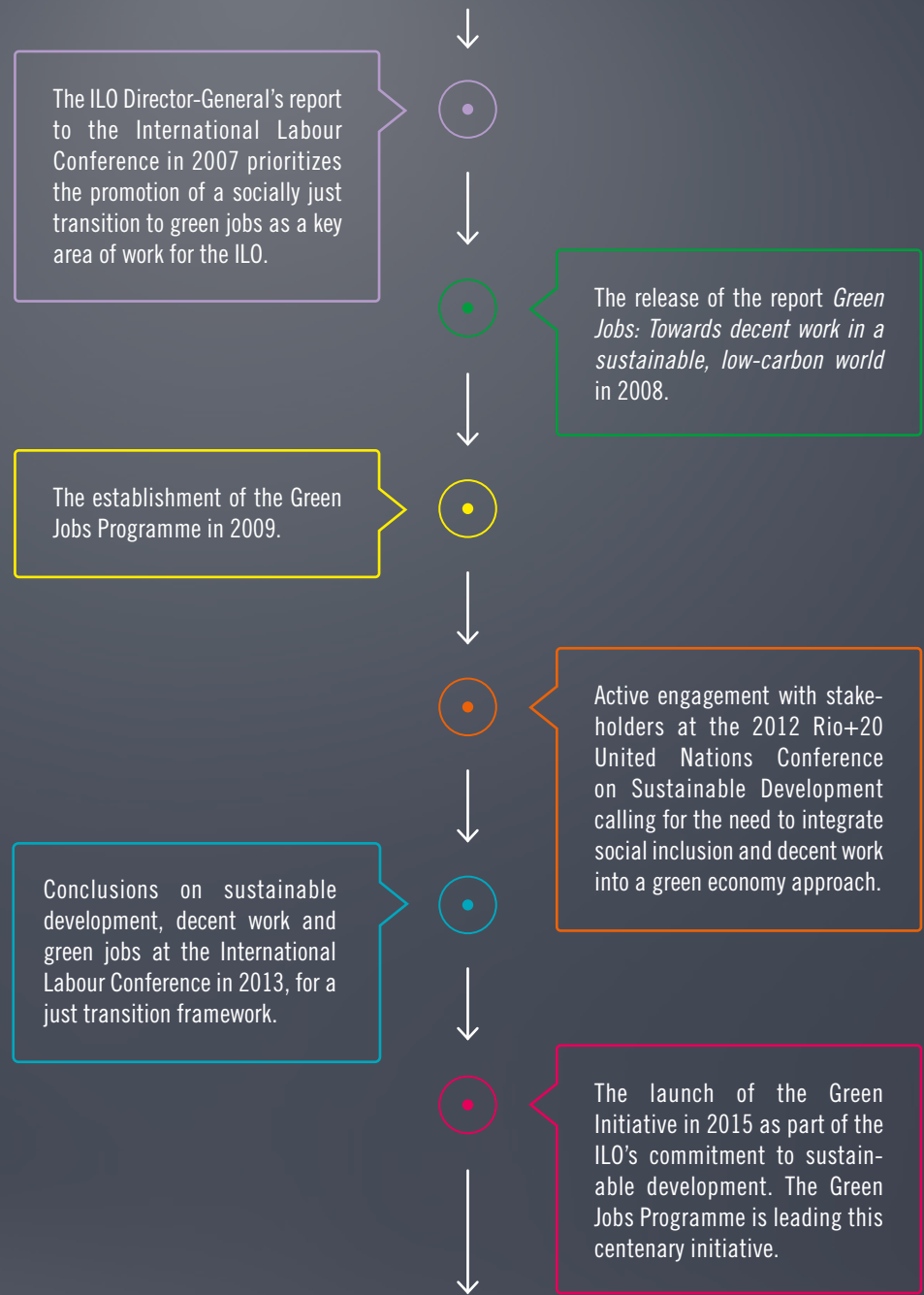
About the programme

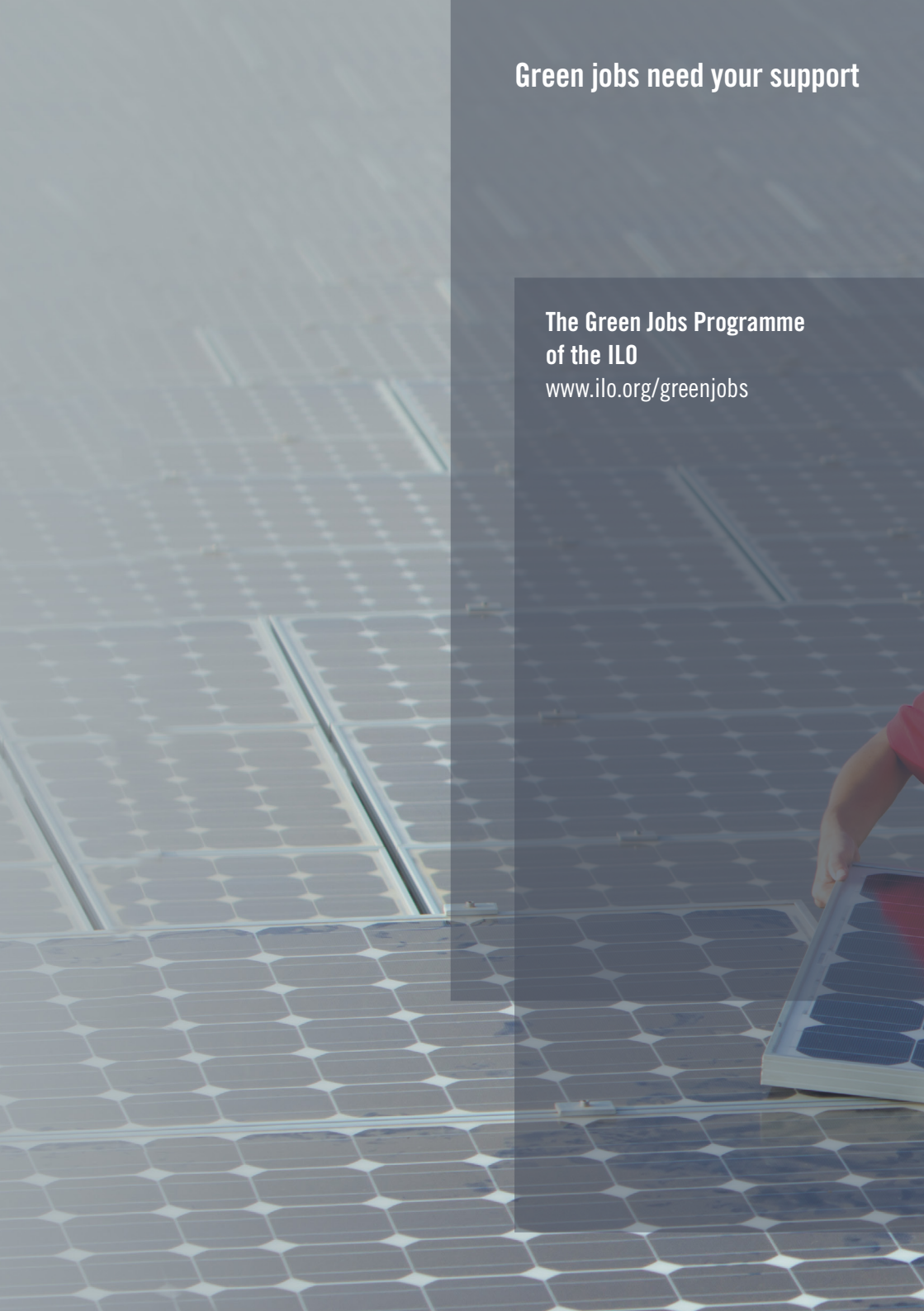
Over the past 30 years, the green jobs concept has grown into an international agenda that is being championed around the world by governments, employers and workers. With its focus on achieving sustainable development, the Green Jobs Agenda is vital to the success of any sustainable vision, in particular the Sustainable Development Goals (SDGs).

Through the Green Jobs Programme, the ILO is proud to be driving this agenda and leading the world towards greener and decent jobs. The programme collaborates with many organizations and institutions including the Partnership for Action on a Green Economy (PAGE), the Green Growth Knowledge Platform (GGKP), the One UN Climate Change Learning Partnership (UNCC: Learn) and the Green Growth Working Group of the Donor Committee for Enterprise Development, amongst others.



MILESTONES





Green jobs need your support

**The Green Jobs Programme
of the ILO**

www.ilo.org/greenjobs