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Technical Note:

***Employment and labour market policies for a just transition
towards environmentally sustainable economy and societies
for all***

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Employment and labour market policies for a just transition towards environmentally sustainable economy and societies for all

A just transition for all towards an environmentally sustainable economy needs to be well managed and contribute to the goals of decent work for all, social inclusion and the eradication of poverty. For this purpose, economies must be productive, societies inclusive, creating new job opportunities for all, while continuing to reduce inequalities. Vulnerability to climate change is socially differentiated and those identified as most vulnerable to climate risk are those already economically and socially vulnerable. Predictions of climate change and its effects pose massive challenges to governments both in developed and developing countries. Those who have actually contributed the least to the problem - the poorest and the most vulnerable – are the ones least able to adapt and new initiatives are needed to build climate resilience while promoting sustainable livelihood at the same time. Managed well, the transition can not only become a strong driver of job creation and support climate change adaptation and the reallocation of existing jobs, but can also reduce inequalities and skills gaps; while reducing our carbon footprint.

Investments in physical, financial, natural, human and social capital are not only necessary, they also have significant potential to contribute to building climate resilience and disaster risk management. These employment intensive programmes can restore and protect the productive capacity of lands, build resilient infrastructure capable of addressing climate change and natural disasters and at the same time, create livelihood and income security for the most vulnerable. The development of appropriate climate resilient infrastructure can also contribute to environmental preservation and land conservation and productivity, as well as mitigating the impacts of future disasters – disaster risk reduction - and providing jobs to the communities that need them the most. Improving rural infrastructure, the development of irrigation schemes, flood prevention measures, soil stabilization, reforestation works, rural transport maintenance and improved land tenure may enhance agricultural productivity and contribute to the world's food supply and local energy production. Local resource-based multi-sectoral public employment schemes can contribute to creating decent work opportunities and support workers to adapt to the structural changes brought about by climate change and induced transformation. Climate smart investments in different sectors have the potential to not only create jobs and sustain livelihoods for many of those who will be the most affected in the informal sector (e.g. women and youth), but in some countries public works have been key to the extension of social protection where informality is the greatest.

The greening of economies through public and private investments in the context of sustainable development and poverty eradication will require a mix of macroeconomic, industrial, sectoral, labour market and skills policies. These investments in the formal and informal sector will create and enable sustainable enterprises to prosper. Paying close attention to skills development for the transition to environmentally sustainable economies



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and the occupational requirements is crucial since the shift to greener economies brings about structural changes in national labour markets. There is a need to review and coordinate skills development policies and TVET systems in line with the environmental policies. The occupational profiles across sectors will change and require for the most part new and different skills. This poses a considerable challenge of retraining those workers who may lose their jobs, upgrading the skills of the current workforce and providing the right skills to those entering the changing labour market. Matching supply and demand for skills through skills needs assessments and anticipation, engaging in social dialogue for responsive training systems, reviewing occupational profiles and training programmes, promoting equal access to opportunities for skills acquisition and recognition for all, promoting work-based learning and practical experience as part of the training process in order to increase the employability of jobseekers.

As sustainable development cuts across several domains, there is a need for cooperation and coordination between employment authorities and their counterparts in various fields, including finance, planning, environment, energy, transport and education. Institutional arrangements must be adapted to ensure the participation of all relevant stakeholders at the national and local levels in the building of an appropriate policy framework. Employment impact assessment of policy options is a necessary and efficient tool to facilitate the collaboration between agencies.

In order to support countries with their transition towards environmentally sustainable societies for all, the ILO promotes employment and labour market policies for a just transition through technical advisory services and capacity building activities, the development of tools and guides, policy-oriented research as well as piloting operational programmes on the ground.

1. Policy advice and country level work

Based on a number of earlier research and interventions, the Employment Department has produced several policy documents. These are used for supporting countries in their policy formulation and in capacity building.

- ILO. 2015. Guidelines for a just transition towards environmentally sustainable economies and societies for all.
- A set of policy recommendations on skills needs for green jobs was prepared at the request of the G20 Development Working Group (DWG) under the Human Resource Development Pillar by the Interagency Working Group on Greening Technical and Vocational Education and Training and Skills Development. They were developed by the ILO, in cooperation with and based on inputs from the OECD, UNESCO and



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Cedefop. (ILO. 2013. *Meeting skill needs for green jobs: Policy recommendations* (Geneva). [Download: http://www.ilo.org/skills/pubs/WCMS_234463/lang--en/index.htm](http://www.ilo.org/skills/pubs/WCMS_234463/lang--en/index.htm)

- An inter-agency Social Protection Public Works Programme (PWP) Assessment Tool which includes a questionnaire on environmental works prepared at the request of the G20 (DWG) under the Social Protection Interagency Coordination Board (SPIAC-B). They were developed by the WB/ILO, in cooperation with and based on inputs from the EU, DFAT, GIZ, FINLAND, OECD, and WFP. The Working Group is currently led by the EIIP. (ILO. 2016. (Geneva). [Download: http://ispatools.org/public-works](http://ispatools.org/public-works)
- ILO. 2011. *Greening the global economy: The skills challenge*, Skills for employment policy brief (SKILLS). [Download: http://www.ilo.org/skills/pubs/WCMS_164630/lang--en/index.htm](http://www.ilo.org/skills/pubs/WCMS_164630/lang--en/index.htm)
- ILO. 2011. *Towards an ILO approach to Climate Change Adaptation* (EIIP). [Download: http://www.ilo.org/employment/Whatwedo/Publications/working-papers/WCMS_174612/lang--en/index.htm](http://www.ilo.org/employment/Whatwedo/Publications/working-papers/WCMS_174612/lang--en/index.htm)
- ILO. 2014. *Greening the economies of least developed countries: The role of skills and training*, Skills for employment policy brief (SKILLS). [Download: http://www.ilo.org/global/topics/green-jobs/publications/WCMS_316703/lang--en/index.htm](http://www.ilo.org/global/topics/green-jobs/publications/WCMS_316703/lang--en/index.htm)
- Some examples at country-level:
 - Africa**
 - Kenya: Guidelines for prevention and control of soil erosion in road works, 2010 (EIIP); Youth employment for sustainable development in the rehabilitation of roads using cobblestone paving and do-nou, two low cost technologies for roads development 2012 (EIIP)
 - Mali: Management of Forest Resources in the Kita District from 1990-1997 (EIIP)
 - Namibia: National Employment Policy (2013-2017) (CEPOL)
 - Somalia: Water & Soil Conservation 2004 (EIIP); Promoting sustainable water management and irrigation through sustainable employment and economic development 2013 (EIIP); Employment-intensive Green Works through the Joint Programme on Local Governance and Decentralized Service Delivery 2015(EIIP)
 - South Africa: Green Works supporting construction of earth dams and slope protection through the Expanded Public Works Programme(EIIP); EPWP Labour Intensive Construction Guidelines for Water Provision, Sanitation, Solid Waste and Building Works http://www.epwp.gov.za/documents/Infrastructure/Technical%20Support/Labour_Intensive_Construction_Guideline_2011.pdf
 - Sudan: Irrigation and Forestry from 1986 to 1990 (EIIP)
 - Tanzania: Pemba small scale irrigation project (PSSIP) 1997 (EIIP)



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- Zambia: Construction of energy neutral low income housing and supporting national dialogue on climate proofing of existing infrastructure assets as well as introducing soil and water conservation in the road sub-sector (EIIP)

Asia

- Cambodia: Skills gaps analysis in specific sectors - Skills and Practices in the Light Manufacturing and Food Processing Sectors (SKILLS), Irrigation and drainage schemes from 1992-1997 (EIIP)
- India: Water & soil conservation, irrigation and forestry 1990 (EIIP)
- Indonesia: Sustainable resource management offering alternative transport options, community-level capacity and environmentally friendly road construction in Aceh (EIIP); Water Supply for Bawomataluo Village” under the Nias Islands Rural Access and Capacity Building Project , 2012 (EIIP); Green Livelihoods Access for Central Kalimantan’s Inclusive Environmental Response to climate change, 2012 (EIIP).
- Malaysia: integrating skills assessments into the green jobs assessment and advising on skills development needs and competency standards (SKILLS); integrating a green DYSAM assessment for employment impact (EIIP)
- Myanmar: Community-driven investments for restoration of tertiary infrastructure (EIIP)
- Nepal: Irrigation and Water & Soil Conservation from 1986 to 1996 (EIIP)
- Philippines: Green Jobs Act 2016 (CEPOL); Green Works in the context of disaster preparedness, response and recovery (EIIP)
- Sri Lanka: National Human Resource and Employment Policy (CEPOL)

Americas

- Central America and Asia: Development of green competency standards (SKILLS)
- Haiti: Watershed management and social conservation post Hurricane Jeanne, Hurricane Matthew, 2006 (EIIP)
- Honduras: Economic governance on water and sanitation with emphasis on waste management, 2009-2011 (EIIP)
- Nicaragua, Panama, Paraguay: Water management and sanitation in indigenous and dispersed rural communities, 2010-2013 (EIIP)



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2. Capacity building

The ILO supports policymakers, social partners and practitioners by conducting capacity building activities and regular training. These training courses take place at the International Training Centre of the ILO (ITC-ILO), Turin, Italy, at the Regional level through MoUs with national institutions and the country-level through technical cooperation programmes. The ILO also provides ad-hoc training upon request. Some course materials are available online.

- ITC-ILO Training on the just transition guidelines: a module on labour market policies for a just transition (CEPOL)
See: <http://www.itcilo.org/en/areas-of-expertise/green-jobs/promoting-a-just-transition-to-low-carbon-and>
- ITC-ILO National Employment Policy Course: a module on mainstreaming green jobs in national employment policies (CEPOL), a module on innovations in public employment programmes (EIIP), a module on skills (SKILLS)
See: <http://www.itcilo.org/en/areas-of-expertise/employment-and-labour-market-policies/designing-effective-national-employment-policy>
- ITC-ILO Learning Forum on Innovations in Public Investments and Employment Programmes (EIIP)
See: <http://www.itcilo.org/en/areas-of-expertise/employment-and-labour-market-policies/learning-forum-on-innovations-in-public-investment>
- Regional / Sub-regional Learning Forum on Innovations in Public Investments and Employment Programmes, Green Works and Climate Change with the University of Cape Town, and the University of Costa Rica (EIIP)
See: <http://www.itcilo.org/en/areas-of-expertise/employment-and-labour-market-policies/learning-forum-on-innovations-in-public-investment>
- ITC-ILO Academy on Skills Development: a module on Green Economy (SKILLS). See upcoming courses on skills development and vocational training at the ILO-ITC: <http://www.itcilo.org/en/the-centre/areas-of-expertise/employment/skills-development-and-vocational-training>
- [ITC-ILO Academy on Youth Employment](#): integrated learning package including a three-day elective course on Green Jobs and Youth. (YEP)
- ITC-ILO Green Economy Academy: a module on labour market policies for a just transition (CEPOL), a module on green works and climate change (EIIP)
<http://www.itcilo.org/en/areas-of-expertise/decent-work-and-sustainable-development/academy-on-the-green-economy>



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- ITC-ILO Academy on Social Security: a joint panel and module on innovations in public employment programmes (EIIP) <http://www.itcilo.org/en/areas-of-expertise/social-protection/academy-on-social-security>
- ITC-ILO Green Jobs training course “Promoting green jobs policies: employment potential and skill needs in a greener economy” (SKILLS)
See upcoming courses on green jobs at the ILO-ITC:
<http://www.itcilo.it/en/the-centre/areas-of-expertise/sustainable-development/green-jobs>
- ITC-ILO e-learning Course on Green Jobs (EIIP, SKILLS)
For more details of the distance learning course, please visit:
<http://www.ilo.org/global/topics/green-jobs/events-training/lang--en/index.htm>
- ITC-ILO South South and Triangle Cooperation SSTC Academy; Module 3: Job creation, skills, climate change and just transitions: A focus on South-South cooperation (EIIP) <http://www.southsouthpoint.net/sstcacd2016.html>
- Green Jobs for Youth: An ILO Knowledge sharing event on What Works in Youth Employment in the Transition to a Green Economy. 27-29 October 2015. Wuxi, China. (YEP)
- Regional Tripartite knowledge sharing workshop on Skills for Green Jobs for 6 countries - Bangladesh, Cambodia, Indonesia, Lao PDR, Nepal and Samoa – on March 7-9, 2016. (SKILLS)
- Regional Sectoral Approaches to skills for green Jobs for 7 countries - India, Malaysia, Mongolian, Myanmar, Sri Lanka, Thailand and Vietnam – on 24-25 January 2017. (SKILLS)

3. Practical tools and guidelines

The Employment Department has been producing practical tools and guidelines for easy use of policymakers, social partners and practitioners. They are developed based on ILO’s experience in implementing technical cooperation projects and providing technical advice in various developing countries. The ILO shares its experience and lessons drawn in these tools and guidelines.

- ILO. 2016. *Conceptual Guide for an Integrated Rural Access Planning and Community Contracts in the Water and Sanitation Sector; Development of integrated rural access*



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planning processes in the water and sanitation sector; Community contracts to execute public works and management services. (EIIP)

- ILO. 2012. *Guide for the formulation of national employment policies.* (CEPOL). http://www.ilo.org/emppolicy/pubs/WCMS_188048/lang--en/index.htm
- ILO. 2011. *Local investments for climate change adaptation: Green Jobs through Green Works* (EIIP) http://www.ilo.org/asia/whatwedo/publications/WCMS_172716/lang--en/index.htm
- ILO. 2009. *Community Infrastructure Development in Urban Areas: Creating jobs while improving low-income urban settlements* (EIIP). http://www.ilo.org/wcmsp5/groups/public/@asia/@ro-bangkok/documents/genericdocument/wcms_099553.pdf
- Toolkit for the implementation of a challenge fund for the promotion of youth employment and entrepreneurship, including in the green economy: The Youth to Youth Fund Toolkit, www.y2ytoolkit.org. (YEP)
- Forthcoming. *Anticipating skill needs for green jobs: A practical guide* (SKILLS).
- Forthcoming. *Promotion of the Local Construction Industry for an optimal use of local resources and the creation of productive and decent employment* (SKILLS)
- Forthcoming. *A practical guide on Water and Jobs with employment intensive investments strategies* (EIIP)
- Forthcoming. UN Guidelines for youth employment: supporting UN Country Teams' implementation of youth employment measures including green jobs for youth (Global Initiative on Decent Jobs for Youth).
- Forthcoming background note on the work of the Global Initiative on Decent Jobs for Youth in the promotion of green jobs for youth, in collaboration with UNEP (Global Initiative on Decent Jobs for Youth).

4. Knowledge and research products

The Employment Department has conducted research of its own or in partnership with other agencies on various topics relating to the environment. The findings are suitable for policymakers, social partners and practitioners.

Research reports:

- UN.2016. UN World Water Development Report, Water and Jobs (EIIP) [Download: http://www.unesco.org/new/en/natural-sciences/environment/water/wwap/wwdr/2016-water-and-jobs/](http://www.unesco.org/new/en/natural-sciences/environment/water/wwap/wwdr/2016-water-and-jobs/)



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- ILO. 2013. *The Community Work Programme: Building a Society that Works (EIIP)* [Download:](http://www.ilo.org/employment/Whatwedo/Publications/working-papers/WCMS_223866/lang--en/index.htm) http://www.ilo.org/employment/Whatwedo/Publications/working-papers/WCMS_223866/lang--en/index.htm
- ILO. 2011. *Towards an ILO approach to climate change adaptation (EIIP)*. [Download:](http://www.ilo.org/skills/projects/WCMS_115959/lang--en/index.htm) http://www.ilo.org/skills/projects/WCMS_115959/lang--en/index.htm
- ILO. 2011. *Skills for green jobs: A global view (SKILLS)*. [Download:](http://www.ilo.org/skills/projects/WCMS_115959/lang--en/index.htm) http://www.ilo.org/skills/projects/WCMS_115959/lang--en/index.htm
- ILO. 2011. *Comparative analysis of methods of identification of skill needs on the labour market in transition to the low carbon economy (SKILLS)*. [Download:](http://www.ilo.org/skills/pubs/WCMS_166824/lang--en/index.htm) http://www.ilo.org/skills/pubs/WCMS_166824/lang--en/index.htm
- ILO. 2011. *Skills and occupational needs in renewable energy (SKILLS)*. [Download:](http://www.ilo.org/skills/pubs/WCMS_166823/lang--en/index.htm) http://www.ilo.org/skills/pubs/WCMS_166823/lang--en/index.htm
- ILO. 2011. *Skills and occupational needs in green building (SKILLS)*. [Download:](http://ilo.org/skills/pubs/WCMS_166822/lang--en/index.htm) http://ilo.org/skills/pubs/WCMS_166822/lang--en/index.htm
- ILO. 2010. *Towards the right to work: Innovations in Public Employment Programmes (EIIP)*. [Download:](http://www.ilo.org/employment/Whatwedo/Publications/working-papers/WCMS_158483/lang--en/index.htm) http://www.ilo.org/employment/Whatwedo/Publications/working-papers/WCMS_158483/lang--en/index.htm

Research briefs:

- ILO. 2015. *Green Jobs for Youth in Asia-Pacific - Background Paper*. Green Jobs for Youth knowledge-sharing event, 27-29 October 2015. Wuxi, China (YEP)
- ILO. 2011. *Investment in renewable energy generates jobs: Supply of skilled workforce needs to catch up*, Research brief (SKILLS). [Download:](http://www.ilo.org/skills/pubs/WCMS_168354/lang--en/index.htm) http://www.ilo.org/skills/pubs/WCMS_168354/lang--en/index.htm
- ILO. 2011. *Greening of the building sector is held back by skill shortages: Skills-led strategies can drive green building forward*, Research brief (SKILLS). [Download:](http://www.ilo.org/skills/pubs/WCMS_168353/lang--en/index.htm) http://www.ilo.org/skills/pubs/WCMS_168353/lang--en/index.htm
- ILO. 2011. *Anticipating skill needs for the low carbon economy? Difficult, but not impossible*, Research brief (SKILLS). [Download:](http://www.ilo.org/skills/pubs/WCMS_168352/lang--en/index.htm) http://www.ilo.org/skills/pubs/WCMS_168352/lang--en/index.htm



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- Forthcoming. *Technical brief on the job creation/job destruction potential of the transition to a green economy.* (CEPOL)