



► Greening with Jobs and a Just transition



2022

Key messages

- COVID-19 pandemic has heightened the need for economies and societies to become more resilient to global disruptions, including the looming crisis of climate change.
- The transition to low-carbon and resource-efficient economies can lead to net jobs and income gains, helping to reduce poverty and inequality around the world. However, the economic and social transformations required will inevitably bring challenges for countries, regions, enterprises, workers and communities.
- A just transition – one that maximises economic and social gains from climate action, while minimizing risks of social disruption – is indispensable for ambitious and integrated actions on climate change, employment, and social inclusion.
- A just transition and the creation of green jobs will not happen by default. It must be guided by sound knowledge, constructed through coherent policies, and grounded on strong social consensus.
- The ILO through its mandate, range of programmes and initiatives as well as its tools is well-equipped to help advance decent work, social justice and environmental sustainability simultaneously.

This programming note provides an overview of the ILO vision to drive green jobs and a just transition. The note offers short and concise information on the ILO's approach, tools, on-going initiatives and partnerships in this area. The ILO's mandate and expertise can impactfully contribute to the achievement of the priorities set within the Neighbourhood, Development and International Cooperation Instrument (NDICI), and particularly to the priority areas on human development and on tackling climate change.

Green Jobs & Just transition

► The action needed to address **climate change** and protect the environment will necessarily have a **transformative impact on society**, including **opportunities** and **challenges** for **employment creation** and **social justice**. For example, implementing the Paris Agreement on climate change can generate 25 million new jobs by 2030 while 6 million jobs may be lost in resource-intensive industries.

► A **just transition** to sustainable development is about ensuring that the consequences of the ecological transformation of economies and societies are managed in ways that **maximize opportunities** of decent work for all, **reduce inequalities**, promote social justice, and support industries, workers and communities negatively impacted.

► Just transition matters for all countries and it requires **integrated policies and actions in different fields** such as research and innovation, social dialogue, skills, social protection or sustainable enterprise development.

► The ***ILO Guidelines for a Just Transition towards Environmentally Sustainable Economies and Societies for all***, adopted in 2015 through tripartite consensus, offers us a sound basis for action. They provide guidance to help ensure that job and income gains are maximised; that risks of job and income losses are offset; and that vulnerable people are protected.

► **1.2B**

jobs (40% of the global workforce) depend on healthy ecosystems and a stable environment

If current global warming trends continue, just looking at the impact of heat stress

► **2.2%**

of total global working hours will be lost in 2030. This is a loss of productivity equivalent to **80 million full-time jobs**

By contrast, almost

► **103M**

can be created by 2030 through implementing the Paris agreement as well as the shift to sustainable production and consumption patterns

At the same time,

► **78M**
jobs

risk being lost by 2030 for both scenarios

In net terms, the transition to a green economy would add

► **25M**
jobs

to the global economy by 2030

Levers of change

- **Job-centered policies for climate action:** Integrated national employment policies are essential to a just transition. They include the creation of skills strategies and policies that match labour supply and demand as well as enterprise development and investment measures for green job creation.
- **Inclusive social protection policies:** Social protection is crucial for climate change mitigation and adaptation. These policies support ambitious climate action and make sure that no one is left behind.
- **Social dialogue:** A strong social consensus is crucial for transformative change and avoiding disruptions of the social fabric. Strengthening mechanisms among governments, employers' and workers' organizations, and other key stakeholders is therefore essential.
- **Research and knowledge:** Country-specific assessments of the impacts of policy and investment scenarios provide essential information to improve just transition policies and development outcomes.

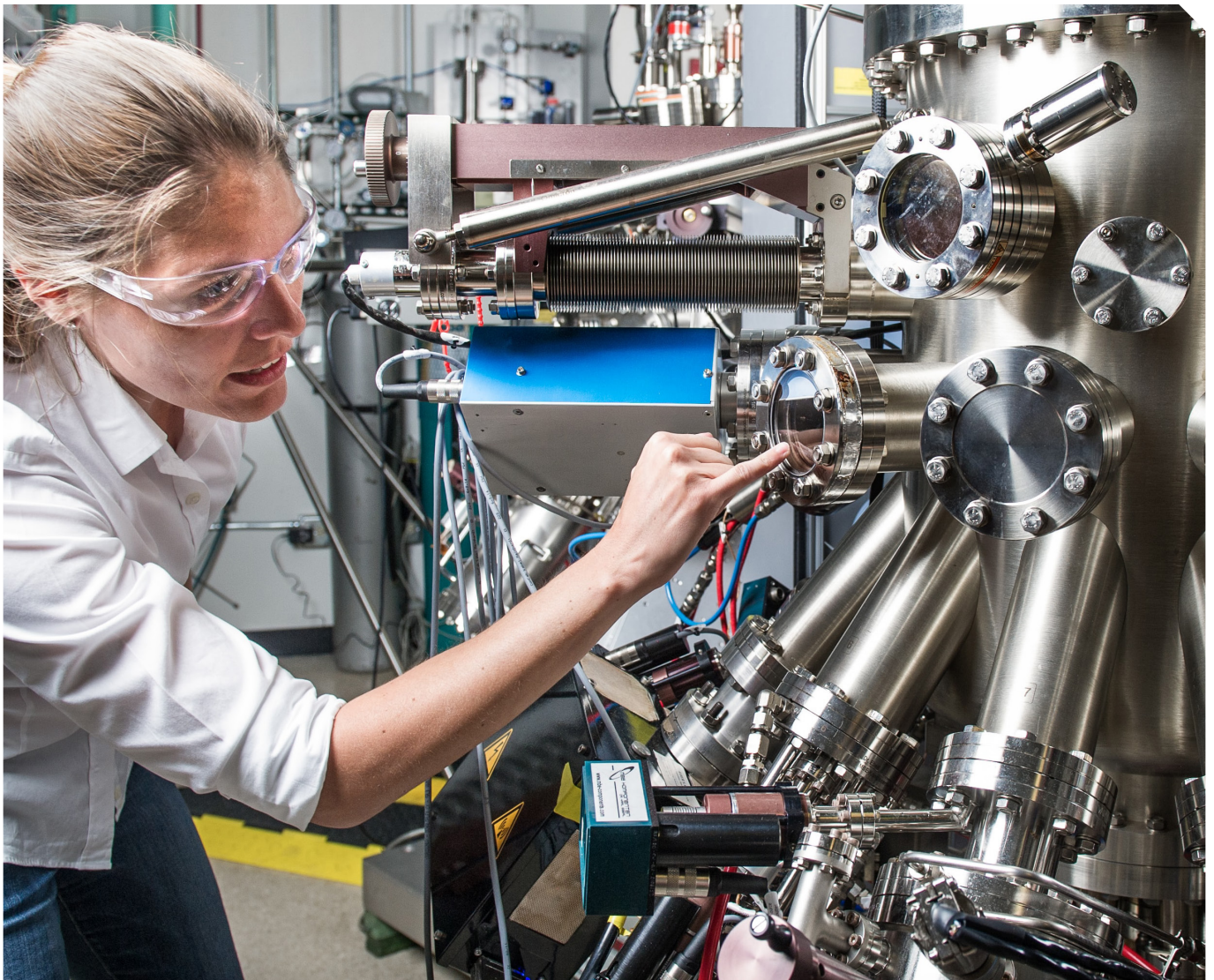
At the global level, the ILO acts to:

- **Promote a just transition** to environmental sustainability through **multilateral and regional processes and platforms** in line with SDGs
- **Reinforce multi-stakeholder partnerships**, in particular through the Climate Action for Jobs Initiative
- **Develop and disseminate global knowledge and support innovation** on policies and practices for green jobs creation and just transition



At the national and sub-national level, the ILO provides support, technical assistance and capacity building on:

- **Undertaking assessments, diagnostics and analyses** of the social and employment implications of climate and environmental policies.
- **Formulating and implementing** evidence-based and coherent **policy frameworks and measures** for a just transition at the national or local levels and in specific sectors.
- **Supporting the design** of the **national commitments and sectoral priorities** to **implement the Paris Agreement** more effectively, taking into social considerations, such as job creation and skills development needs.
- **Creating mechanisms inclusive social dialogue** to forge strong social consensus to enable transformative change without major adverse social and economic disruption.
- **Implementing skills development and upgrading measures** to enable transitions in labour markets, and low-carbon and more resource-efficient enterprise development and green job creation for women and men.
- **Designing innovative social protection policies** to protect workers and vulnerable groups in the context of more ambitious climate adaptation and mitigation strategies.
- **Increasing innovation and responsible investment** by both public and private entities that can stimulate economic transformation, sustainable and inclusive growth, and green job creation
- **Enhancing institutional capacity and coordination** in the planning, design and implementation of social and green/climate policies, measures and targets.
- **Making the business case for a green economy and promoting green enterprises innovation.**



What the ILO can offer:

Areas	ILO Data, Materials and Resources	Summary
Greening with Jobs and a Just transition		
Multi-stakeholder Initiative	Climate Action for Jobs Initiative	The Initiative provides support at the country-level on just transition policies (skills, social protection, enterprise development and investment) as well as a facility for innovation, research and advocacy at the global level (Details)
	Green Jobs Assessment Institution Network (GAIN)	The ILO oversees the Green Jobs Assessment Institution Network (GAIN) with international individual researchers, research institutions and international organisations. The network developed tools and specific methodologies to better understand the effects of green policies on employment and therefore contribute to promoting the just transition to the green economy (Details)
Policy research	Rapid situational analysis	The Rapid Situational Analysis is a methodology developed by the ILO to identify areas for just transition policies at national level. The objective is to identify win-win policies for the environment and employment, which maximise job creation, minimize negative effects and protect the vulnerable (Details)
	The Green Jobs assessments reports	The Green Jobs assessments analyse the employment impact of green policies, thus helping policymakers to make informed decisions based on state-of-the-art empirical methods and evidence-based research. Although sharing a common vision and methodological framework, the reports vary in scope, context, and specific objectives, depending on country needs and capacities (Details)
	Skills for a greener future	Analysis of 32 countries, and over 100 case studies; Global projection of the implications of energy sustainability and circular economy for skills, gender and occupations by 2030 (Details)
Capacity development	E-learning courses on just transition and green jobs	Online courses to strengthen institutional and individual capacities to support a just transition to environmentally sustainable economies and societies
	E-learning course on skills for a greener future	6-week online course on skills for green jobs, including regional and national versions in collaboration with ITCILO (Details)
	Training Guidebook on measuring and modelling social and employment outcomes of climate and sustainable development policies	Training tool to enhance the capacity of academic institutions and countries to acquire the ability to develop the statistical database, the economic model and the knowledge to use their own employment projections for national development planning centred on promoting a just transition (Details)
Policy advice	Guidelines for a just transition towards environmentally sustainable economies and societies for all	The Guidelines for a just transition are both a policy framework and a practical tool to help countries at all levels of development manage the transition to low-carbon economies. It can also help them achieve their Intended Nationally Determined Contributions (INDC) and the 2030 Sustainable Development Goals (Details)
	COVID-19 and the world of work	Policy brief on jump-starting a green recovery with more and better jobs, healthy and resilient societies. Lists key initiatives and measures taken by public authorities, workers and employers and further measures that could support a sustainable and green recovery (Details)
	The employment impact of climate change adaptation	Contribution to the work of the G20 Climate Sustainability Working Group (CSWG), under the Argentine G20 Presidency in 2018. Clarifies main negative effects on employment of climate change and potential of adaptation measures to create jobs and protect workers and income. Provides accompanying and enabling policies to maximize the positive employment effect of the transition to a climate-resilient economy (Details)
	Skills for a greener future: Policy brief	List of 6 main challenges, 6 policy messages and a policy checklist (Details)
	Anticipating skill needs for green jobs: A practical guide	Guidance on how to embark on the identification of current and anticipation of future skill needs for the green economy and green jobs (Details)
	Social Protection for a Just Transition: A Global Strategy for Increasing Ambition in Climate Action	Guidance on social protection for a just transition and development of a framework to support State Parties to the Paris Agreement to increase the ambitions of their climate actions and plans, including their NDCs, through social protection policies and measures (Details)

Examples of ILO interventions

Projects	Countries	Duration	Partners	Activities
Greening with Jobs and a Just transition				
Climate Action for Jobs Initiative	Multiple countries	2020-2030	ILO RBSA funding partners, France, Sweden	The Climate Action for Jobs unites global efforts on the environment and decent work. The Initiative provides support at the country-level on just transition policies (skills, social protection, enterprise development and investment) as well as a facility for innovation, research and advocacy at the global level (Details)
The social dimension of the ecological transition	Côte d'Ivoire, Nigeria, Senegal	2020-2024	France	Support to development of integrated analytical models on the impact of climate policies on jobs; Strengthening institutional structures for social dialogue and building social partners' capacity to engage in just transition matters; Support to formulation and implementation of just transition policies (Details)
Decent Work and Just Transition	Colombia, Ghana, Tanzania	2020-2024	Sweden	Analysis, policy guidance, capacity building and facilitation of social for just transition in the context of the development of national Strategies and Nationally Determined Contributions.
Employment-Intensive Investment Programme	Jordan	2016-2021	Norway, Germany	Support to the creation of employment for Syrian refugees and Jordanian host communities through green works, such as the construction of green community assets, soil protection works and tree planting, using labour-intensive methods to create immediate jobs (Details)
Green entrePrize Innovation & Development	Zimbabwe	2021-25	SIDA	Multidimensional programme: Competency-based curricula, Training of Trainers, Green Entrepreneurship and Responsible Businesses (Details)
Partnership for Action on the Green Economy	Multiple countries	2013 - 2030	EU, Finland, Germany, Rep. Korea, Norway, Switzerland, Sweden	PAGE seeks to put sustainability at the heart of economic policies and practices to advance the 2030 Agenda for Sustainable Development and supports nations and regions in reframing economic policies and practices around sustainability to foster economic growth, create income and jobs, reduce poverty and inequality, and strengthen the ecological foundations of their economies. (Details)
Green Jobs Program	Mexico City	2021-2023	ILO Regular Budget Supplementary Account (RBSA) funding partners	Support to Mexico city for the integration of Just transition in the Climate Change Plan of the city
Skills for Energy in Southern Africa	Southern Africa	2021-24	SIDA	Public-Private Development Partnership (PPDP) on renewable energy sector; Centre of Excellence for energy training (Details)
SKILL-UP Ghana	Ghana	2021-22	Norway	Capacity development for TVET stakeholders, Greening of training curricula (Details)
Decent Work in Garment Supply Chains in Asia	Cambodia, Indonesia, VietNam, Bangladesh and Asia (Regional)	2019-2022	Sweden (SIDA)	Support to enhancing regional knowledge and policy coherence, together with industry level support to improve industrial relations, gender equality, environmental sustainability and business competitiveness (Details)
A just energy transition in Southeast Asia: Mitigating the negative impacts of coal phase-out on jobs	Indonesia, VietNam, the Philippines + other countries for knowledge sharing	2022-2027	ILO	The project is a four-year regional programme in partnership with the United Nations Issue-based Coalition on Climate Change and Air Pollution (coal phase-out working group).

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