



# A just transition towards sustainable economies and societies for all

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Why focus on decent work and climate change

## Jobs with decent work: some global figures

- 700 million people are living in extreme or moderate poverty despite having employment
- More 1 in 5 young people (under 25) are not in employment, education or training, compromising their future employment prospects.
- 4 billion people worldwide are without social protection

# Decent work and development in the Asia Pacific Region

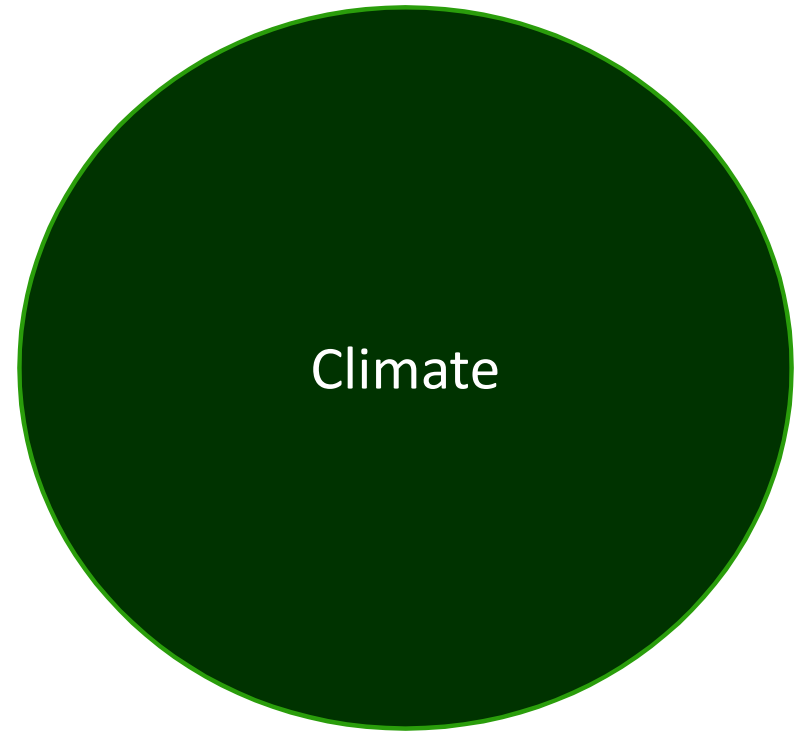
- Dynamic growth – a regional gross domestic product (GDP) growth rate of 5.7 per cent in 2017
- High labour productivity growth. Between 2007 and 2017, labour productivity (defined as output per worker) increased by an average of 5 per cent annually
- 1 /4 (446 million) of all workers in the region lived in moderate or extreme poverty in 2017.
- 930 million workers – nearly one in two (48.6 per cent) workers – remained in vulnerable employment

## The connections

Jobs & climate goals

Rather than

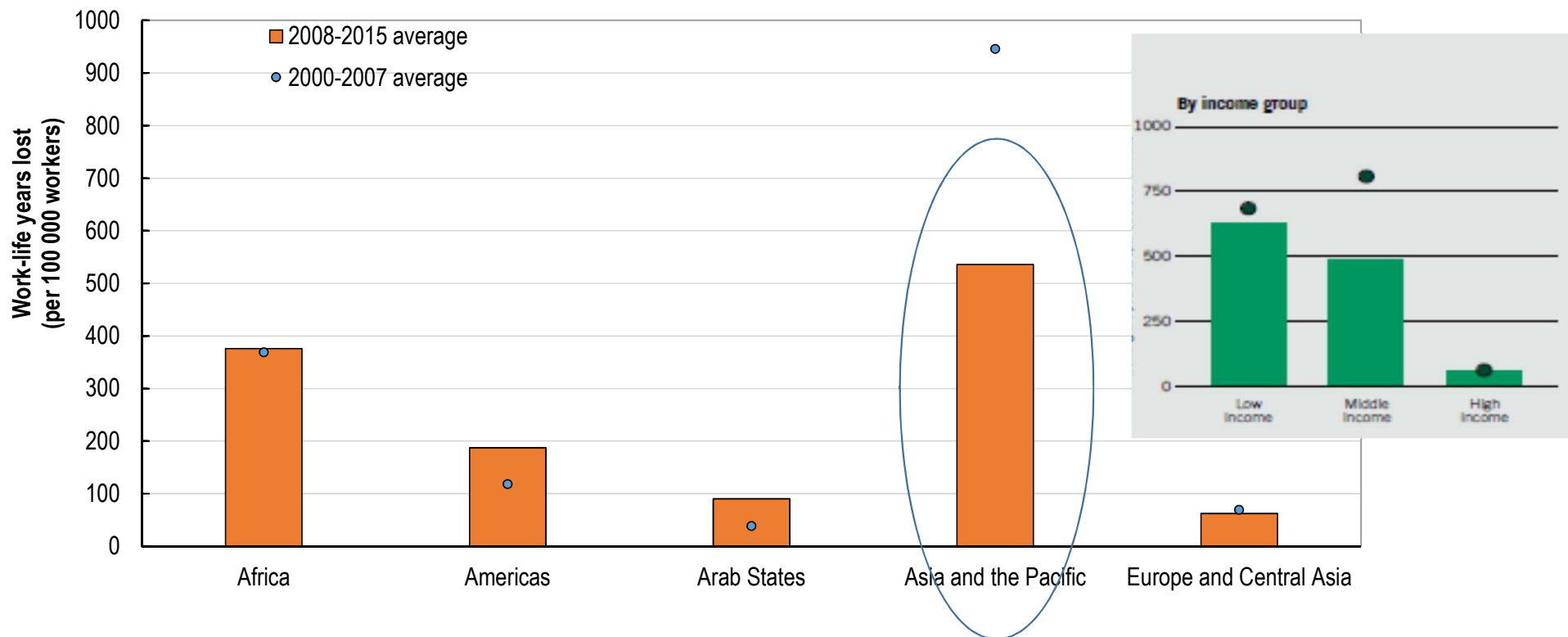
Jobs vs. climate





*Annually, 23 million working life years have been lost due to disasters induced or enhanced by human activity.*

**Working life years lost due to human-induced or climate change related disasters, 2000-15**

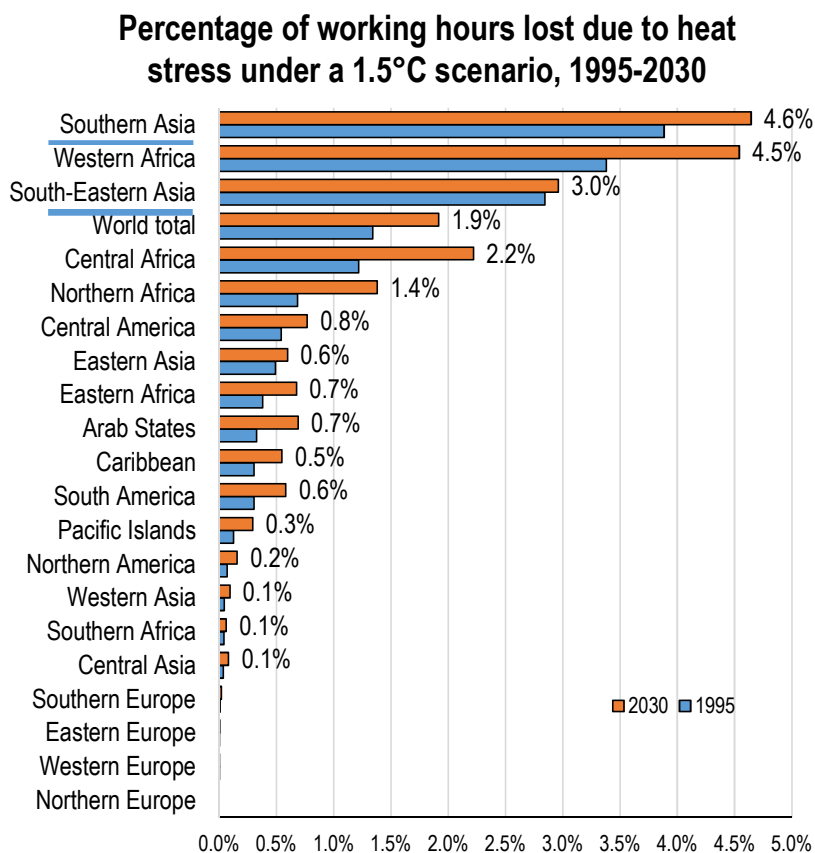


Source: ILO calculations based on Noy (2014), EM-DAT Disaster Database, Global Health Observatory, United Nations population statistics, World Development Indicators, World Economic Outlook Database and ILOStat.





## *Heat stress will reduce workable hours in most regions and present an increased OSH risk*



Source: ILO calculations based on ILOStat and HadGEM2-ES and GFDL-ESM2M climate models.

- Due to warming temperatures, some areas will become too hot to work.
- Under a conservative scenario of warming at 1.5 degrees, 1.9 per cent of work hours will be lost in 2030 (up from 1.3 per cent in 1995).
- Agriculture and construction will be hit the hardest

1.2 billion jobs are closely linked to ecosystem services

- Jobs need the environment:

- Extractive industries
- Ecosystem services

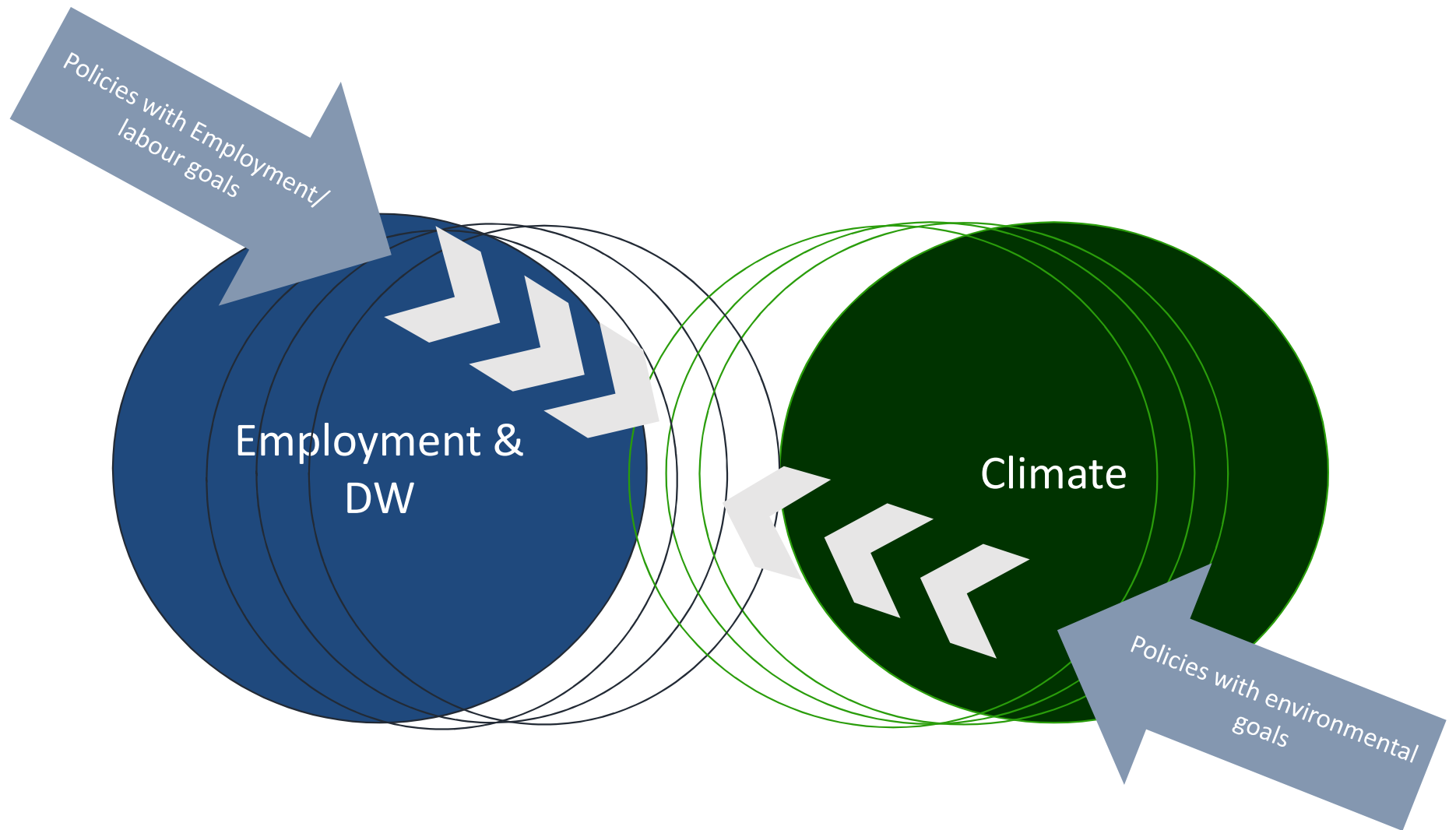
By 2030, 2 per cent of working hours will be too hot to work, owing to climate change.

- Jobs are sensitive to environmental degradation:

- Natural hazards / environmental risks
- Destruction of ecosystem services

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

Low income and SIDS countries are especially vulnerable to climate hazards.



## The transition towards low –carbon sustainable and resilient economies

- Production and consumption patterns, and a shift towards a circular economy
- Energy sources and energy use
- The natural environment and eco-system services

Involves a structural transformation of economies

## Three main types of impact of the shift on employment

- New jobs will be created

e.g. in renewables

- Some jobs will be substituted

e.g. in transport, waste sectors

- Some jobs will be eliminated

e.g. in carbon-intensive industries

Many existing jobs will be redefined

- Achieving the 2-degree goal brings net employment gains of 18 million jobs
  - 24M jobs created & 6M jobs displaced
  - Construction (+6M), Manufacturing (+4M), Renewables (+2M)
- Significant reallocation
  - Away from fossil fuels towards renewables

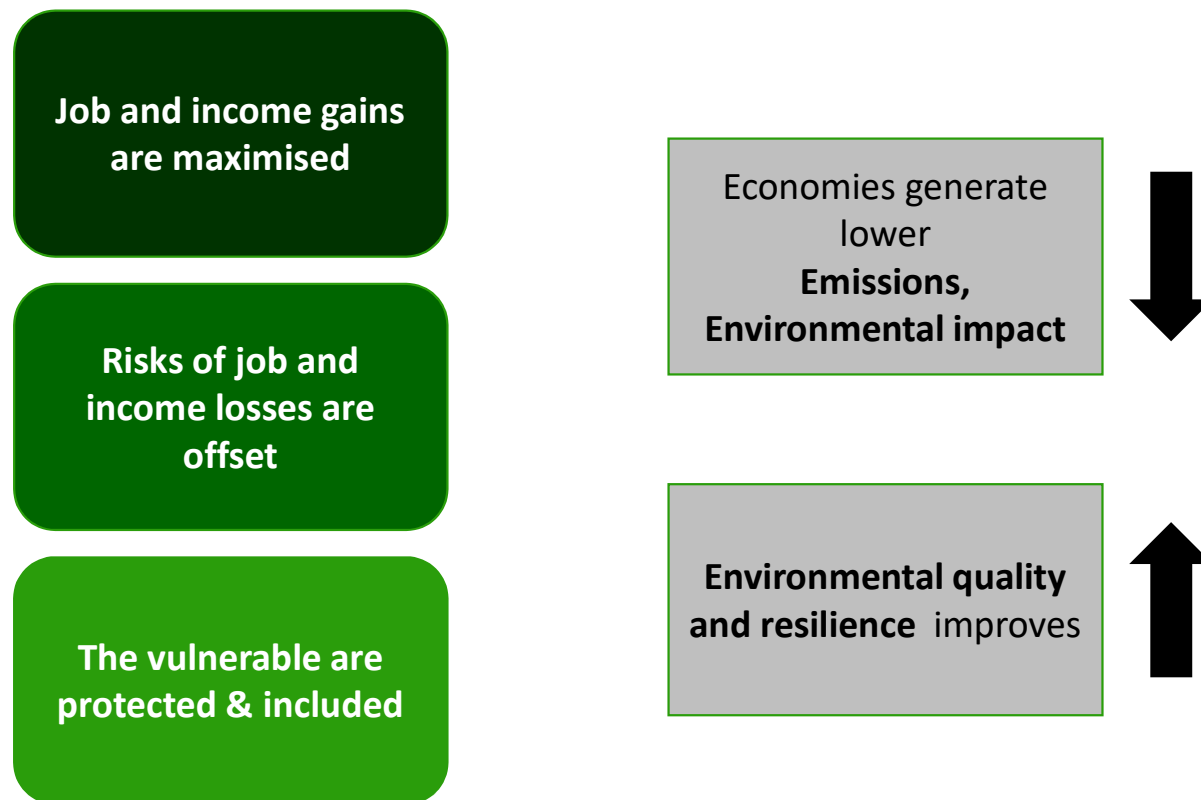
**ILO WESO 2018**

Leveraging the positive and addressing negative impacts of climate actions through a Just Transition framework

Even if the shift to sustainability has the potential to deliver net job gains, how to ensure they become a reality? What about the vulnerable and those who could lose out?



# A Just Transition to environmentally sustainable economies and societies for all

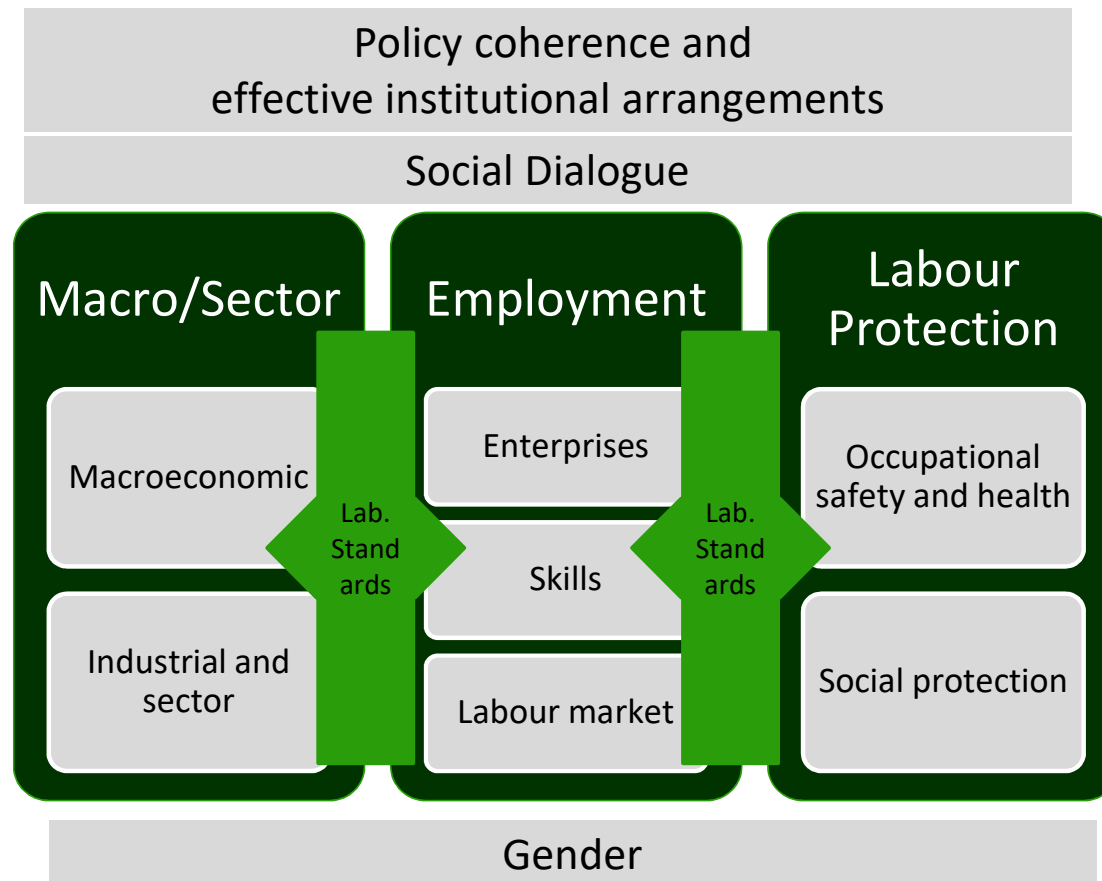




# Guidelines for a Just Transition

102<sup>nd</sup> International  
Labour Conference  
(2013)- Conclusions

Tripartite Meeting of  
Experts (2015)  
drafted Guidelines



# Green Jobs

Green jobs are **decent jobs** in agriculture, manufacturing or service that:

- Reduce consumption of energy and raw materials
- Limit green house gas emissions
- Minimize waste and pollution
- Protect and restore ecosystems
- Help adapting to climate change



# In practice?

## Process



- Reducing energy and resource intensity
- Eco-efficiency
- Reducing and recycling waste

## Product and services



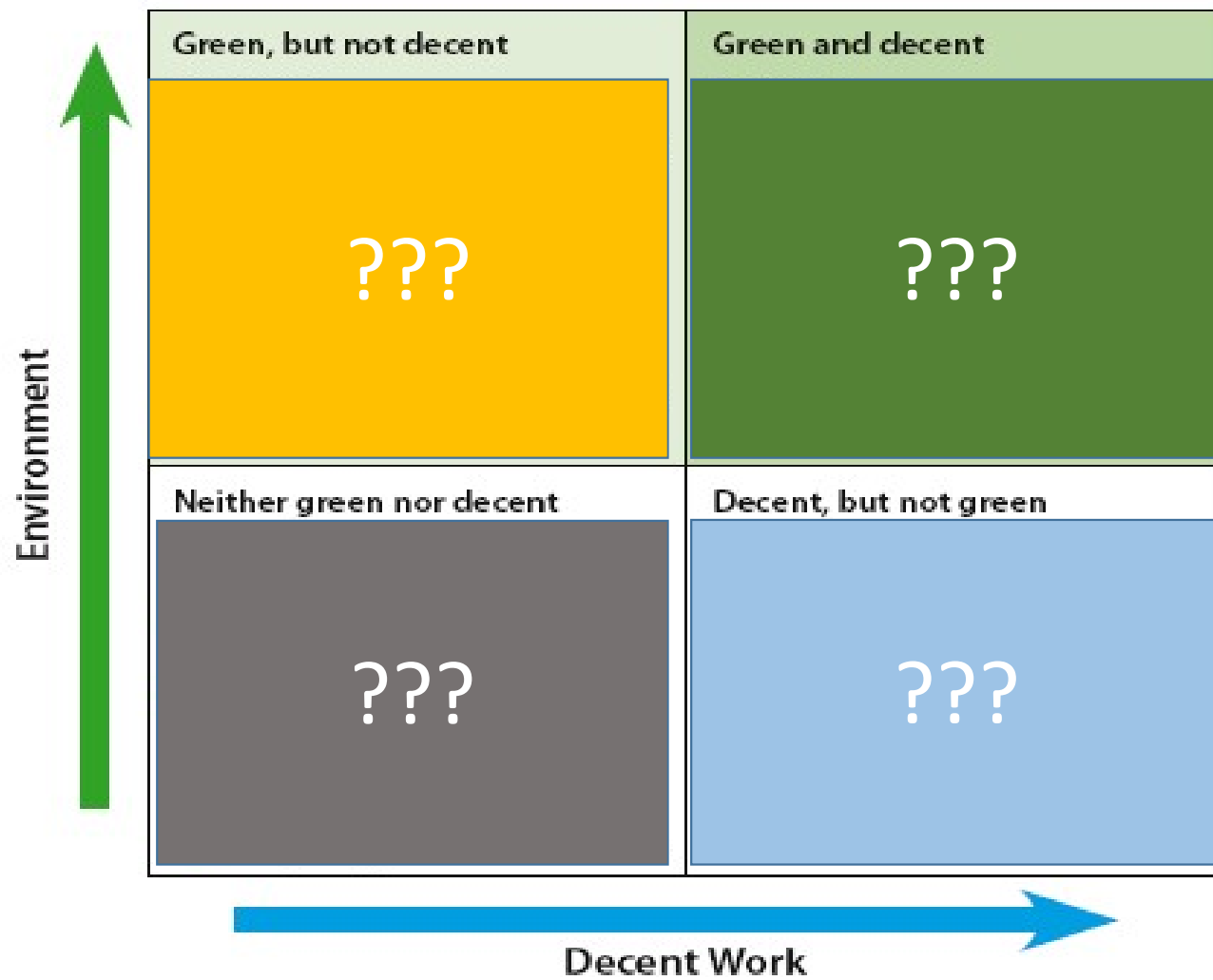
- Organic agricultural products (certified)
- Green textiles (green labelling)
- Eco-tourism (certified)
- Green construction (certified)
- Green financing

## Nature conservation



- Ecosystem support
- Natural resource management



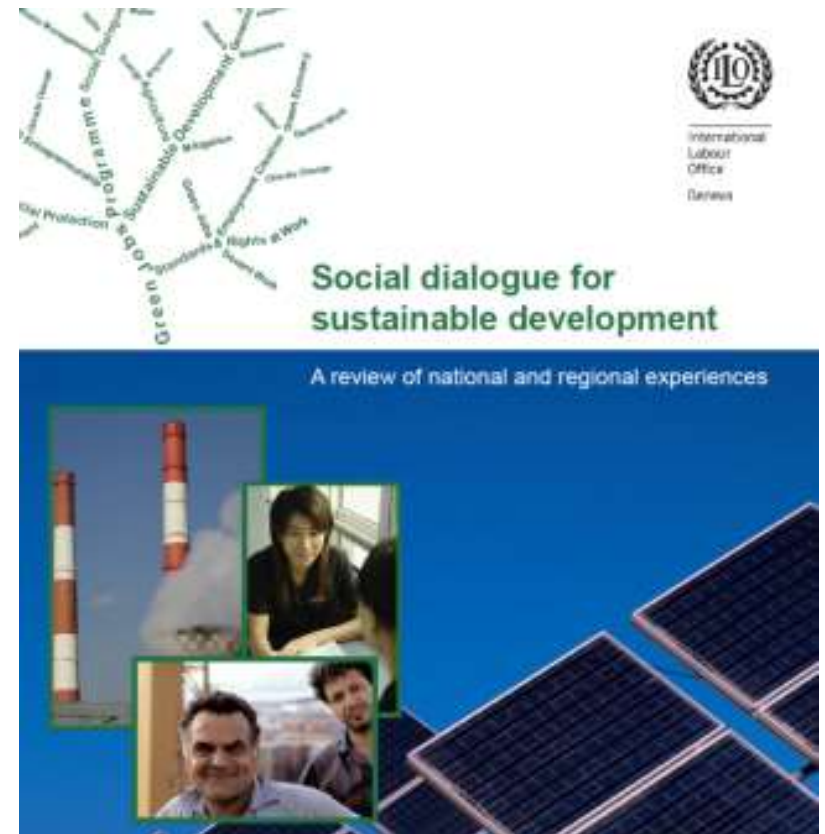






# Social dialogue

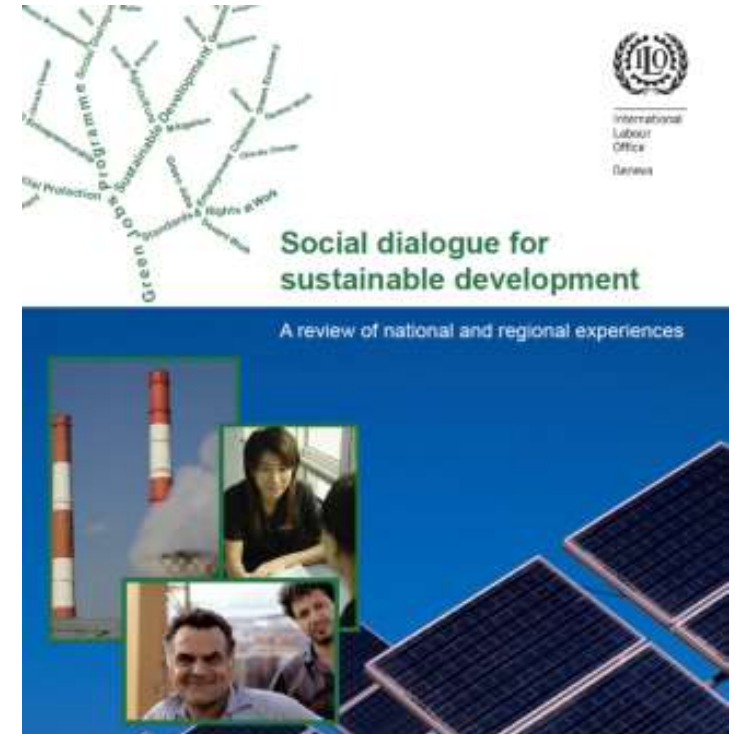
Why is it important in the context of ensuring a Just Transition?



# Social dialogue

Key to mobilise broad-based support  
for ambitious climate action that leaves  
no one behind

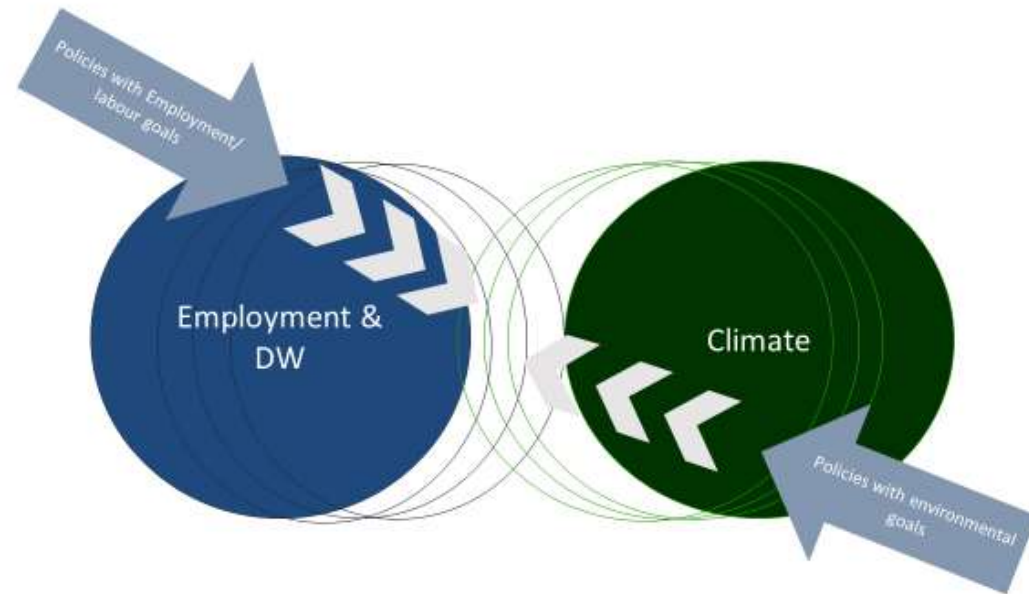
Philippines: Social dialogue on the  
Green Just Transition platform in the  
energy sector





# Coherent policy development

- Integrating green jobs and environmental considerations in **employment policies** and developing green jobs strategies – Namibia, Peru, Ghana, Philippines
- Assessing the employment impact of climate action and reviewing the **Nationally Determined Contributions** to the Paris Agreement – Ghana



## Countries (LDCs and Emerging economies) with adopted national employment policies that address environmental sustainability

Country	Year	Title
China	2017	Promotion of Employment and Entrepreneurship Policy
Comoros	2013	National Employment Policy Framework Document
Ghana	2015	National Employment Policy
Kenya	2013	Sessional Paper on Employment Policy and Strategy
Mauritius	2014	National Employment Policy, Fourth Draft
Mongolia	2016	State Policy on Employment
Morocco	2015	National Employment Strategy
The Philippines	2016	Green Jobs Act
Sri Lanka	2012	National Human Resources and Employment Policy

## Countries with a national development framework that features green jobs

<b>Barbados</b>	2013	Barbados Medium Term Growth and Development Strategy (2013–20)
<b>South Africa</b>	2012	Our Future – Make it Work. National Development Plan 2030

## A closer look

- Among demand-side policies, **sector development policies** are most prominent (all countries), followed by fiscal policies together with investment promotion
- Among supply-side policies, **training policies and (vocational) training systems** are most frequent
- **Social dialogue** is explicitly mentioned in six countries.
- **Protection of employed workers** affected by external shocks due to climate change or by the impact of green policies, is taken up by three countries (Comoros, Ghana and China).
- Four countries explicitly propose measures for **SMEs**.
- No countries mention **gender equality** or specific measures for women in the context of the green economy.

## Common features across country cases

- An **assessment** of the anticipated employment effects of climate change and/or related policies;
- Involvement of the **social partners in dialogue** and joint planning throughout the process;
- Articulation of a **clear business perspective** as well as a dimension of **job security and/or creation**;
- Sustained, customized **capacity building** on the concepts, strategies and tools for green jobs policies;
- Support (and direction) from **strong high-level political leadership**.

## Support for mainstreaming: matching the policy cycle with substantive components of a NEP

I. **Diagnosis:** Ex-ante assessments, skills assessment, band-wagon on parallel diagnostic processes.

II. **Strategic Planning:** policy priorities and measures

- Stimulating demand side: Macroeconomic policies, Financial, Sectors, Private sector development, Formalization, PES, EIP approaches
- Improving supply: HRD and TVET, ALM measures, SME support, entrepreneurship

III. **Implementation:** Coordination with other key national and local policy drivers, M&E – with indicators, Financing and resource mob., Legislation (e.g. Green Jobs Act)

# Philippines Green Jobs Act 2016

- An act promoting the creation of green jobs, granting incentives and appropriating funds therefor
- Affirm labour as a primary social economic force in promoting sustainable development
- Special deduction from taxable income to 50% of total expense for skills training & research development
- Tax and duty free importation of capital equipment

Zooming into some specific focus areas



# Skills

## Skills studies

- Global and country-level research

## Energy access, jobs and skills in rural areas - Bangladesh

- Working with Technical and Vocational Institutions
- Job placement and linking with renewable energy service providers
- Promoting solar entrepreneurship through business skills and finance



# Green enterprises

## Green Entrepreneurship

- Green Entrepreneurship training and support (Kenya, Senegal, Sri Lanka,...)

## Greener enterprises

- Resource efficiency and workplace improvement through workplace cooperation (SCORE) (India, Vietnam)

## Sectoral approaches and green and greener value chains and market system development

- Waste management, construction, agriculture (Zambia, Tanzania)



# Social protection

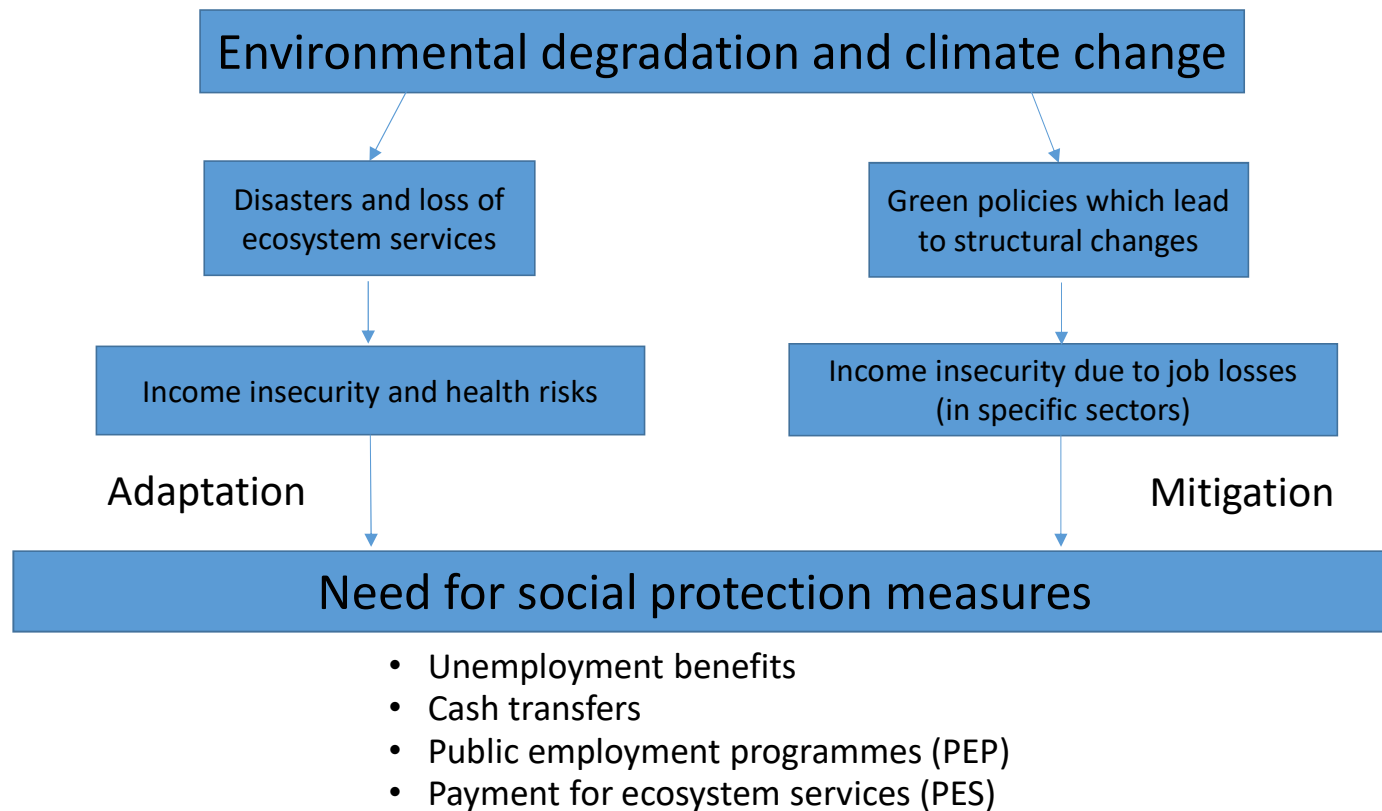
Social protection to contribute to **adaptation measures**

- Cash transfers to address populations affected by disasters and loss of ecosystem services
- Public Employment Programs – Green Works

Social protection **to offset adverse impacts of pro-climate policies on people**

- Unemployment protection
- Other support to affected groups

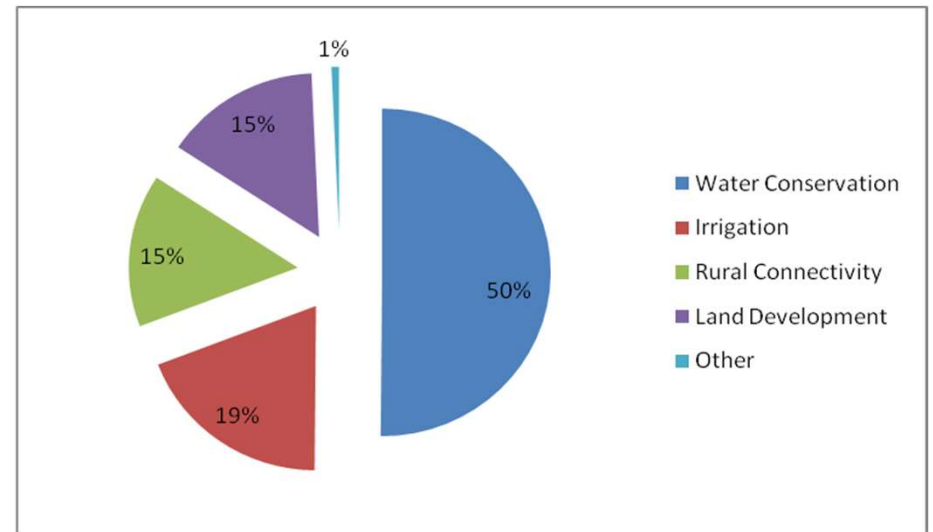
## Social protection for workers and vulnerable groups



# Public employment and green works

## India: MGNREGS

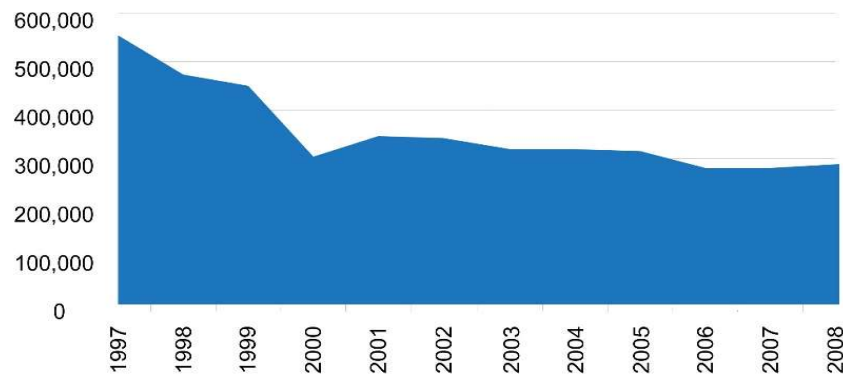
- Enhancing livelihood security
- Creating rural assets and addressing environmental challenges



# Zooming into social protection: a case from China

## Job losses from logging ban

Employment in state-owned forestry enterprises in Heilongjiang province (number of people), by year.



Source: Edstrom et al., 2012, "The Natural Forest Protection Program in China: A Contingent Valuation Study in Heilongjiang Province with data from China's Forest Statistical Yearbooks, 1997-2008."

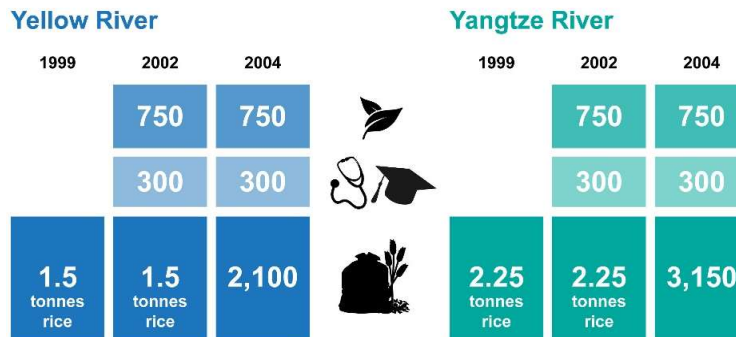
- Human activity threatening China's forests
- CO<sub>2</sub> sequestration and barrier against soil erosion lost
  - 1998 floods
- Protected areas designated, bans logging and other activities
- Nearly 1 million lose their jobs; another 120 million rural residents affected

# Zooming into social protection a case from China

## Employment benefits / services

## Other offsetting measures

SLCP transfers and values, by region and year. Figures in Chinese Yuan unless otherwise indicated.



Source: Delang, C. O., W. Wang, 2013, "Chinese forest policy reforms after 1998: The case of the Natural Forest Protection Program and the Slope Land Conversion Program."

- Forest Conservation Program support for:
  - Enterprises (for lost revenue)
  - Employees (lost income and services)
  - Forest Conservation Units
- Sloping Land Conversion Program
  - Participants from protected and other areas receive cash for conservation activities
  - "Health and education" top-up introduced in 2002
  - Grain subsidy converted to cash in 2004

# China

## Climate effects

- FCP/SLCP:
  - 27 million hectares of former farmland and barren land reforested
  - Distinction between effects of restrictions versus incentives?

## Social effects

- FCP:
  - Majority of forest workers transitioned to new jobs, or retired (publically organized)
- SLCP:
  - Participation *initially* more lucrative than farming for many household
  - “Optional” participation in restricted areas?
  - Owning more land yields more income



Social protection and response measures,  
an example of when it could be used?

# Gender and a Just Transition

- Impacts of climate change and environmental challenges are different for women and men
- Equitable access to green jobs does not happen by default (skills, ownership, institutional environment)



## Training programs at the ILO

- Modelling employment and social impacts of climate policies
- A Just Transition - course in collaboration with UNFCCC
- Green buildings and green jobs
- Opportunities for decent work in circular economies
- Employment and decent work perspectives in the renewable energy sector

....

Raising ambition on climate action through a  
–just transition – what is next?

# Climate Action Summit – New York, 23 September



**CLIMATE ACTION** SUMMIT 2019

- The Climate Action Summit will bring together Heads of State and Government and leaders from business and finance, local governments, civil society and youth, as well as the United Nations system.
- The aim is to demonstrating a leap in collective national political ambition and massive low-emission movements in the real economy
- Spotlight on new/enhanced NDCs and concrete actions & to be reflected in the enhanced NDCs.+ action in areas critical to implementation
- Decent work and a just transition as a social and political driver

# A Just Transition at the Climate Action Summit – Track on Social and Political Drivers

## **Objective**

Ensuring that the economic, environmental and social aspects of the transformation of economies and societies towards greater sustainability are managed in ways that maximize opportunities of decent work for all, reduce inequalities, promote social justice, and enhance country's efforts to improve the people's health.

## UN Climate Action Summit – Proposed outcomes on just transition

X Countries commit to support a just ecological transition by formulating national plans for a just transition, creating decent work as well as green jobs, and taking the following actions, as appropriate:

- ✓ ***Creating mechanisms of inclusive social dialogue*** to forge strong social consensus to enable transformative change without major adverse social and economic disruption.
- ✓ ***Assessing employment, social and economic impacts*** of ecological transition and green jobs potential.
- ✓ ***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.
- ✓ ***Designing innovative social protection policies*** to protect workers and vulnerable groups in the context of more ambitious climate adaptation and mitigation strategies.
- ✓ ***Increasing the transfer of technology and knowledge to developing countries, as well as innovation and responsible investment***

## How to make a commitment

*In order to commit, a high-level representative from your government or organization will have to communicate that they sign on to this commitment in writing and send it to the Executive Office of the Secretary-General of the United Nations through the following email address: [spdcast@un.org](mailto:spdcast@un.org)*

<https://www.un.org/sustainabledevelopment/wp-content/uploads/2019/05/WP-Social-and-political-drivers.pdf>



# A Just Transition Partnership

A global alliance that mobilises governments, employers and the private sectors, trade unions, academia and civil society

for new transformational and high impact programmes to raise climate ambition with job and social inclusion for all.

To be announced at the side event to the Climate Action Summit



Thank you!

Camilla Roman  
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**Green building and  
construction:**

Green jobs through SME  
development

## Country scenario

- Middle income country (since 2011)
- 14.5 million inhabitants
- Landlocked country
- Abundant nature and rich in mineral resources
- Stable multi-party democracy
- Strong economic growth over last decade averaging 6.4%

# But!

*"Strong economic growth  
over last decade  
averaging 6.4%"*

Mining 12.9%  
Agriculture, forestry and Fishing 9.9%  
Construction 10.9 %

*Natural resources are the key input for  
economic growth*

*"Middle income country"*

81% is active in informal sector ( >4  
Million)

60 % abject poverty

100,000's of housing gap especially low  
and middle income households

Jobless economic growth

Citizens are losing twice:  
No future access to natural resources/environmental degradation,  
no jobs created

## Maybe a Green Jobs Programme can help?

- Government and UN decide to work together to tackle this problem, and they identify the building construction sector as a sector which harbours potential for serious growth and job creation.
- In addition, they want to green the building construction sector, introducing “Green Building and Construction” as a way of creating jobs whilst contributing to environmental sustainability

## **What do you mean... greening the building sector?**

### Green building principles

- Renewable energy and energy efficiency
- Water efficiency
- Materials and resources
- Sustainable sites
- Innovation in design





## Did it work?

4 years after the programme was launched, some remarkable results were reported

- +/- 2,700 green jobs created in SMEs
- +/- 2000 jobs improved in terms of decent work
- +/- 7,000 SMEs benefitted from the increased demand for GBC

## How did they get there?

Formulate possible actions and strategies that are and have contributed to more and better jobs in green building construction sector

### **TIPS... Think about:**

- Mind sets and attitudes towards green building
- Role and limitations of SMEs and maximizing employment at local level
- Policy and regulatory framework

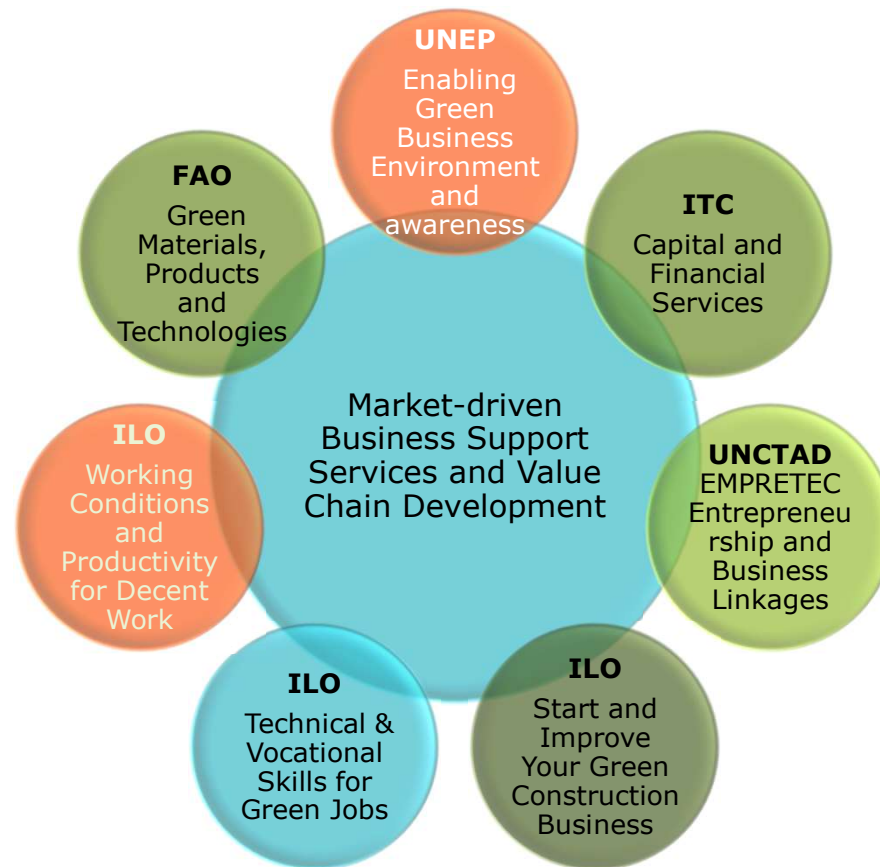


# Zambia Green Jobs Programme

Figure 1: Programme Strategy  
A systemic approach to sustainable development



# Intervention model



## Awareness and enabling green business environment

- Awareness campaign through and with partners
- Sector driven policy reform and revision
  - National Green building guidelines
- Setting up of a Zambia Green building Association
  - Green building certification mechanisms



# Business development services

- SIYGCB: Start and Improve Your green Construction Business
- Business plan competition green entrepreneurship
- EMPRETEC: improvement of MSMSE's through self assessment
- Financial literacy and access to finance



# Business linkages

- Developing building construction residential markets through private sector partnerships promoting local content and green building practices

**LUSAKA COPPERBELT**  
Lafarge Building Future Cities Inclusive Business Project on Affordable Staff (600) and Market (10,000) Housing. Green Architecture, Smart Walls



**LUSAKA COPPERBELT SOUTHERN EASTERN**  
Poor Peoples' Progress on Housing and Poverty in Zambia (7,000 Women Self Help SACCOs, approx.300 units) Green Architecture, Compressed Earth Blocks



**NORTH WESTERN**  
Copperbelt Energy Corporation (CEC) Kabompo Resettlement Housing (115) Green Architecture, Compressed Earth Blocks



**NORTH WESTERN PROVINCE**  
Kalumbila Mine Staff (2000) and Town (10,000) Housing Green Architecture, Compressed Earth Blocks



**NORTH WESTERN PROVINCE**  
Barrick Lumwana Staff (500) and Town (10,000) Housing Green Architecture, Local used Aluminum and Clay soil



## Skills development

- Institutionalizing green building into curricula different levels
  - Academic (CBU-architecture)
  - Technical and vocational training



## Green materials, products and technologies (RDI)

- Supply analysis green building products and technologies and MSME guide to green building suppliers
- Certified wood and promoting sustainable forestry practices (nurseries, reducing and recycling of waste by products,...)



## Working conditions and productivity

- Sector driven occupational safety and health promotion (sawmill - construction workers)
- Access to social security
- Research in relationship between OSH, SP and productivity

<http://www.zambiagreenjobs.org/>



# ILO-SIDA Partnership Program – the Just Transition – Green Jobs component in TZ

- Identify entry points for intervention for market system development and the promotion of environmentally-sound jobs and livelihoods
- Pilot /demonstration interventions
- Development of sectoral approach

