



ILO Green Jobs Initiative and implications for skills development

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Joint Green Jobs Initiative



- ILO
- UNEP
- International Employers' Organization (IOE)
- International Trade Union Confederation (ITUC)

Green Jobs: Towards decent work in a sustainable, low-carbon world



Efforts to tackle climate change have already created millions of “green jobs,” and tens of millions more could be created

Green Jobs:

Towards decent work in a sustainable, low-carbon world



- What jobs?
- How good are they?
- Who gets them?

Dual challenge: **Green** and
Decent jobs

What jobs? **Green jobs:**

Employment created that reduces the environmental impact of enterprises and economic sectors... eventually to sustainable levels

Energy efficiency, public transport, renewable energy, recycling, ...

What kind of jobs?

Decent work:

Aspirations of people everywhere for productive work in conditions of freedom, equity, security and human dignity

ILO POLICY AGENDA:

1. Rights at work
2. Employment
3. Social and labour protection
4. Voice and representation



Jobs for whom? **A just transition to green jobs:**

- **New job creation**
- **“Creative destruction” of jobs in some industries or occupations**
- **New skills in existing jobs**
- **For the poor and excluded that need jobs most**

How to realise the potential for net employment gains? Are skills gaps a binding constraint?



ILO framework for skills development

... to use skills development to help increase both productivity and employment in order to attain development goals – including for green economies



From a Vicious Downward Circle...

Unavailable or low quality education and training:

- Traps the working poor in low-skilled, low productive, low-wage jobs
- Excludes workers without the right skills from participating in economic growth



...To a Virtuous Circle

More and better skills makes it easier to:

- **Innovate**
- **Adopt new technologies**
- **Attract investment**
- **Compete in new markets, and**
- **Diversify the economy**

Which boosts job growth while at the same time improves productivity



To sustain a “virtuous circle” skills development policies serve 3 objectives:

- 1. Match demand and supply of skills**
- 2. Maintain employability of workers
and sustainability of enterprises**
- 3. Sustain a dynamic development
process**



Dynamic development process: Prepare for the future

Integrate skills into *national* development strategies

Include skills in responses to *global* drivers of change:

- technology
- trade
- **climate change**



Applying this framework to close the skills gaps for a **green economy**

1. Meet new skill needs as part of mitigation and adaptation efforts
2. Support a fair transition to more sustainable production
3. Sustain a dynamic development process: Adjust training supply to demands of new technologies, products, energy efficiency



High potential sectors for **green jobs**

Potential based on 3 criteria:

- Current greenhouse emissions
- Contribution to the economy
- Source of employment and income

High potential in 6 sectors:

- Renewable energy
- Energy efficiency: buildings, industry, transport
- Mobility: mass transportation
- Recycling, waste management
- Sustainable agriculture and forestry
- Environmental services



Closing the skills gaps for **green jobs**

- In construction trades... Sufficient skills to apply new standards?
- Emphasis on high end of skills would be misplaced – “green collar” jobs needed
- Entrepreneurial skills as important as technical know-how
- Reaching rural areas, urban poor
- Teach sustainability!



Coordination is critical for success

To tackle the gaps between...

- ... basic education, vocational training, the job market, and lifelong learning
- ... skills providers and employers
- ... skills development and industrial, investment, trade, technology and **environmental** policies



Coordination is critical for success

through institutions such as

- **Inter-ministerial mechanisms – linked to national development frameworks**
- **Social dialogue**
- **Skills forecasting and labour market information systems**
- **Value chains**
- **Industrial clusters**



Skills just one part of the **Green jobs initiative**

- Initial and lifelong learning
- Sustainable enterprise development
- Local economic development
- Labour-based methods for needed infrastructure (water management)
- Just transitions (social protection, equity)
- Occupational safety & health (recycling)
- Pro-poor, job-rich response strategies – national and sector-specific



Thank you

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Skills for improved productivity, employment growth and development

<http://www.ilo.org/public/english/employment/skills/download/ilcreport.pdf>

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http://www.ilo.org/wcmsp5/groups/public/---dgreports/--dcomm/documents/publication/wcms_098503.pdf

