

Environmental Sustainability Policy goals	Outcome	Outputs	Related P&B Outputs (optional)	Activities	Indicators	Target	Scope	Costs	Timeline	Responsible unit	Inter-dependencies
Environmental Management System (EMS)											
1. Maintaining an Environmental Management System (EMS)	1.1.EMS implemented	1.1. Environmental Sustainability Action plan prepared, approved, implemented and regularly reviewed by the Environmental Sustainability Committee (ESC)		Draft Environmental Sustainability Action Plan for 2020-21	Action Plan and periodical meetings	Action Plan adopted and monitored and periodical meetings carried out	HQ and external offices	Staff time	Dec-21	DDG MR / GREEN JOBS/ FACILITIES	Concerned ILO organizational units
				Consult concerned organizational units and incorporate their suggestions, as appropriate						DDG MR / GREEN JOBS/ FACILITIES	Concerned ILO organizational units
				Organize first ESC meeting of the biennium to approve Action Plan						DDG MR / GREEN JOBS	Concerned ILO organizational units
				Organize second and third ESC meetings of the biennium to review progress against targets in Action Plan and agree corrective measures and discuss relevant issues						DDG MR / GREEN JOBS	Concerned ILO organizational units
				Organize fourth ESC meeting of the biennium to review overall progress against targets in action plan and approve new Action Plan for 2020-21						DDG MR / GREEN JOBS	Concerned ILO organizational units
Progressively mainstream environmental sustainability in results-based management frameworks, policies and programmes, Decent Work Country Programmes and projects											
2. Mainstreaming environmental sustainability in Strategic Planning and Programming Frameworks	2.1. Environmental sustainability reflected in strategic planning and programming frameworks	2.1.1.P&B 2022-23 including environmental sustainability as a parameter for achieving Decent Work		Develop guidance documents for the preparation of the P&B describing how to include "Just transition to environmental sustainability" in the strategy.	Just transition to environmental sustainability included in the P&B 2022-23 results framework	i) A just transition to environmental sustainability is included in the outcome strategies ii) References to environmental sustainability in 10% of the performance indicators	HQ		Dec-21	PROGRAM	Green Jobs Unit
				Revise programme strategy in terms of environmental sustainability and suggest improvements			Global			PROGRAM	Green Jobs Unit, HQ Departments, CO/DWTs
		2.1.2. Programme Implementation Report for 2020- 2021 including results in terms of environmental sustainability		Develop guidance for the preparation of the implementation report	The Programme Implementation Report presents information on just transitions to environmental sustainability as a cross-cutting policy driver	Global	Dec-21	PROGRAM	Green Jobs Unit		
				Review information on country and global results in terms of environmental sustainability provided and suggest improvements		Global		PROGRAM	Green Jobs Unit and Green Jobs field specialists, HQ Departments, CO/DWTs		

	2.2.Environmental and social sustainability reflected in Development Cooperation (DC) programmes and projects.	2.2.1. ILO's environmental and social safeguards are drafted, informed by the ILO engagement in the UN EMG-led workstream on a UN Common Approach to Environmental and Social Safeguards	Output 3.3. Increased capacity of member States to formulate and implement policies for a just transition towards environmentally sustainable economies and societies	Carry out internal consultation to develop the safeguards, including organization of a workshop, and identify entry points in internal processes and procedures.	ILO Social and Environmental Safeguards document drafted and internal consultations undertaken	By December 2021, the ILO's environmental and social safeguards (ESS) draft for ESC review.	Global	External expert consultant (drafting and revisions, workshop facilitation)	Dec-21	ESC Safeguards Task Team	Relevant departments				
				Draft environmental and social safeguards											
		2.2.2. Development Cooperation tools, guidelines, procedures and training updated to reflect ILO environmental and social safeguards, and environmental sustainability considerations.				Develop screening and assessment tools (e.g. 1 guidance note on environmental sustainability mainstreaming in DC projects; 1 screening checklist; etc.)	Tools and/or guidelines on environmental & social assessment and safeguards developed and disseminated.	1 guidance note on mainstreaming environmental sustainability in DC project design and 1 draft screening checklist on environmental risks in DC projects developed and disseminated by December 2020.	Global	Consultancy estimated between 8,400 and 12,000 USD	July - December 2020.	PARDEV / Green Jobs	Relevant technical departments and offices (e.g. field offices; DEVINVEST; etc.), ERM and task team responsible for the development of the ILO ESSF		
						Establish and pilot test screening checklist for a sample of five (5) projects, including an analysis of the ILO's environmental risk profile.		By Dec 2020, and as part of the above-mentioned consultancy, 5 projects conducting a pilot testing of the environmental sustainability screening process. Environmental sustainability guidance (i.e. note and checklist) integrated in appraisal tools (e.g. appraisal checklist, PRODOC template, etc.)	Global	Part of the consultancy mentioned above.	July - December 2020.	PARDEV, Green Jobs, and project originators (from relevant field offices and policy departments).	Green jobs specialists, Green Jobs Network		
						Update DC Manual reflecting ILO's policy, procedures and guidance on environmental sustainability.		Update of the DC Manual published and widely disseminated, including ESS guidance and mainstreaming.	By August 2020, DC Manual's update integrates environmental sustainability considerations. By December 2021, DC manual's update integrates ESS guidelines, links,	Global	Consultancy 12,000 USD	By Aug 2020, and by Dec 2021	PARDEV	Green Jobs, ERM, Environmental Sustainability Committee (ESC), and task team responsible for the development of the ILO	
						Collect good practices on environmental sustainability from DC projects (ToRs, ES assessment studies, stakeholder grievance systems, etc.) and make them available to ILO staff.		1 repository of good practices in an online platform (e.g. DC learning journeys platform)	By Dec 2020, one repository of good practices available online and populated with at least 5 good practice examples. This target will take into account,	Global	As part of the consultancy mentioned above.	Dec-20	PARDEV	ITC/ILO, relevant field offices (where DEVINVEST projects are being implemented, for example, Timor Leste,	
						2.2.3. ILO's concept notes template & intervention models on selected topics of Just Transition /Green jobs developed		Develop concept notes and intervention models to be used as reference for resource mobilisation on selected themes or sectors	Number of concept notes and intervention models	At least 3 concept notes & intervention models are developed in selected sectors and themes (e.g. waste management, migration and green jobs)	Global	Staff time	Dec-21	GREEN JOBS and Green Jobs field specialists	PARDEV, field offices & relevant departments/units
						2.2.4. New global/regional DC projects developed featuring green jobs/just transition developed		Develop a global/regional project proposals	Number of project proposals	At least 3 global/regional project proposals are developed	Global	Staff time , consultant USD 5,000	Dec-21	GREEN JOBS and Green Jobs and other relevant field specialists	Regional & relevant country offices /DWCT
		2.2.5. Innovative research for policy-relevant and action-oriented questions on just transition fostered	Establish a Just Transition Innovation facility at the ILO	Establishment of the innovation facility	Just transition innovation facility established	Global		Dec-21	GREEN JOBS						
		2.3. Enhanced coordination on environmental sustainability and just transition in ILO's programmatic work	2.3.1. Technical ILO staff gathered periodically to address environmental sustainability and just transition	Promote meetings of the Green Jobs Network at the headquarters, regional and global levels	Number of meetings organized	At least 2 global meetings organized	Global		Dec-21	GREEN JOBS and Green Jobs field specialists	Other relevant departments and offices				
3. Mainstream environmental sustainability in relevant Policy Outcomes and Outputs	3.1. Environmental sustainability considerations reflected in the promotion of stronger tripartite constituents and influential and inclusive social dialogue (P&B outcome 1);	3.1.1. Awareness-raising and advocacy campaign (in media, ILO events, global, regional and national events and networks, etc.) of the ILO Guidelines for a just transition promoted	Increased institutional capacity of workers' organizations, (Output1.2)	Develop/Edit/Translate/Print explanatory workers' note to the Guidelines for a just transition towards environmentally sustainable economies and societies for all (electronic publication)	Explanatory workers' note are prepared	Explanatory workers' note is prepared in English, French and Spanish	Workers' organizations globally	Staff Time US\$ 30000	Dec-21	ACTRAV					
		3.1.2. Workers' organizations are engaged in policy discussions at national level particularly related to the nationally determined contributions (NDCs) under the Paris Agreement.	Output 1.2.	Organize a global Workers' Academy on just transition (Turin)	Organization of the Academy	Global Workers' Academy occurs in 2020	Workers' organizations globally	Staff Time US\$?	Dec-21	ACTRAV (Turin)	ITC ILO				

	3.1.3. Capacity of Russian speaking trade unionists in Central Eastern Europe increased on climate change, just transition and SDGs (Turin).	Output 1.2.	Organize the training course for this target group	Organization of the course	Training course successful delivered	Workers' organizations in Central Eastern Europe	Staff Time US\$ 7	Dec-21	ACTRAV (Turin)	ITC ILO
	3.1.4. Content on social dialogue with a particular focus on workers' organizations embedded in training courses related to environmental sustainability	Output 1.2.	Develop a "workers' module" in the course Promoting a Just Transition to Low-Carbon and Climate-Resilient Development (Turin) and support to workers' participation (https://www.ilo.org/courses/promoting-just-transition-low-carbon-and-climate-resilient-development)	Development of the course	Training course successful delivered	Global	"0.25 WM US\$ 0"	11-15 May 2020	ACTRAV (Turin)	Green Jobs Programme, ITC ILO
3.2. Environmental sustainability considerations reflected in the promotion of stronger tripartite constituents and influential and inclusive social dialogue (P&B Outcome 1);	3.2.1. Technical meeting on the future of decent and sustainable work in urban transport services organized (Geneva, 21-25 Sep 2020)	Output 1.4. Strengthened social dialogue and labour relations laws, processes and institutions	Prepare inputs and outputs for reflecting in the report just transition and environmental sustainability issues	Environmental sustainability highlighted in the report for the meeting and meeting conclusions (also the ILO Guidelines on Just Transition)	Conclusions of the meeting and recommendations for future action of the ILO and its member States	Global	-	Dec-20	SECTOR/MARITRANS	
	3.2.2. Sub-regional meeting on decent and sustainable work in the railway sector organized with environmental sustainability considerations (Central Asia, 2021)	Output 1.4.	Prepare inputs and outputs for the meeting, reflecting in the informal note a section on environmental sustainability and modal shift	Environmental sustainability reflected in the informal note for the meeting and meeting conclusions (or recommendations)	Conclusions or recommendations (tbd)	sub regional	55,000	Dec-21	SECTOR/MARITRANS	
	3.2.3. Study on Inland Navigation addressed environmental sustainability	Output 1.4.	Analytical research will reflect just transition and environmental sustainability where relevant	Environmental sustainability highlighted where relevant in the preparatory research for possible sectoral meeting	Preparatory research	sub regional	20,000	Dec-21	SECTOR/MARITRANS	
	3.2.4. Research on the future of decent and sustainable work in the civil aviation sector addressed environmental sustainability	Output 1.4.	Analytical research will reflect just transition and environmental sustainability in the research	Environmental sustainability highlighted in the report with a section on environmental sustainability and its impact on the future of work in this sector	Preparatory research	Global	5,000	Dec-21	SECTOR/MARITRANS	
	3.2.5. Promotion material on the road guidelines addressed environmental sustainability	Output 1.4.	Analytical research and good practice examples will reflect just transition and environmental sustainability	Environmental sustainability highlighted in the promotional material - the guidelines actually include a section on environmental sustainability	Promotional material (handbook)	Global	5,000	Dec-21	SECTOR/MARITRANS	
	3.2.6. Regional tripartite meeting on the future of work in textiles and garments in Asia (Bangkok, 2020) addressed environmental sustainability	Output 1.4.	Prepare inputs and outputs for reflecting just transition and environmental sustainability issues during the meeting	Environmental sustainability highlighted in the report for the meeting and meeting conclusions	Conclusions prepared	Regional Asia	55,000	Dec-20	SECTOR/E2M	
	3.3. Environmental sustainability considerations reflected in the promotion of international labour standards and authoritative and effective supervision (P&B Outcome 2)	3.3.1. MLC Flag and Port State Guidelines updated	Output 2.1. Increased capacity of the member States to ratify international labour standards	Prepare an update of the MLC Flag and Port State Guidelines	Environmental sustainability reflected in the update of these guidelines	Updated guidelines	Global	-	21-Dec	SECTOR/MARITRANS

	3.3.2. Promotional material of C.188 (fishing) included environmental sustainability considerations		Analytical research and good practice examples will take into consideration environmental sustainability in the fishing sector for the development of promotional material and tools to raise awareness on C.188	Environmental sustainability will be included in the promotional material when relevant	Promotional material	Global	20,000	21-Dec	SECTOR/MARITRANS	
	3.3.3. Promotional material for the maritime sector (including recruitment, retention of women and C.185) included environmental sustainability considerations		Analytical research and good practice examples will take into consideration environmental sustainability in the maritime sector for the development of promotional material and tools to raise awareness on the maritime instruments and tools, including the recruitment and retention of women seafarers and C.185	Environmental sustainability included in the promotional material when relevant	Promotional material	Global	10,000	21-Dec	SECTOR/MARITRANS	
	3.3.4. Special Tripartite Committee (SECTOR/NORMES) considered environmental sustainability		Analytical research will reflect just transition and environmental sustainability where relevant in the preparatory work for the Special Tripartite Committee	Environmental sustainability will be highlighted where relevant in the reports and outcomes	Resolutions	Global	-	21-Dec	SECTOR/MARITRANS	NORMES
3.4. Environmental sustainability considerations reflected in the Economic, social and environmental transitions for full, productive and freely chosen employment and decent work for all (P&B Outcome 3)	3.4.1. Increased capacity of member States to formulate and implement a new generation of gender-responsive national employment policies, including for youth reflected environmental sustainability and just transition considerations (Output 3.1)	Output 3.1.	Research on best practices for greening employment policies, results to be published as a chapter in ILO's major publication: Global Employment Policy Review	Green employment policies present in the GEP Review	1	Global	Staff cost only (30,000)	May-20	EMPLOYMENT	
3.5. Environmental sustainability considerations reflected in the Economic, social and environmental transitions for full, productive and freely chosen employment and decent work for all (P&B Outcome 3) FOCUS ON: Increased capacity of member States to formulate and implement policies and strategies for creating decent work in the rural economy Output 3.2.	3.5.1. Country-level policies and strategies under the respective target CPOs and projects linked to Output 3.2. address environmental sustainability	Output 3.2.	Support in conducting analytical research Help prepare draft policies and strategies	Environmental sustainability reflected in country-level policies, strategies, and projects	Country programmes	Global and countries		Dec-21	SECTOR/FACT	
	3.5.2. Partnerships to promote environmental sustainability and just transition in forestry strengthened		Contribute to the work of the ECE/FAO Team of Specialists on Green Jobs in Forestry and collaborate with other relevant stakeholders	Ensuring decent work and just transition aspects are duly reflected in the outputs of the TOS	(TBC based on the TOS workplan that is under development)	Global		Dec-21	SECTOR/FACT	
			Develop a joint publication on forestry with FAO and UNECE	Environmental aspects adequately discussed in the publication	1 publication; and participation in at least 2 events to disseminate the findings	HQ Global		Dec-20	SECTOR/FACT	

		3.5.3. Technical meeting on the future of work in aquaculture in the context of the rural economy	Prepare inputs for meeting document for reflecting just transition and environmental sustainability	Environmental sustainability highlighted in the report for the meeting and meeting conclusions	Conclusions	Global		Dec-20	SECTOR/FACT	
		3.5.4. International forum and the national workshop on the future of decent and sustainable work in tourism	Prepare inputs reflecting just transition and environmental sustainability, including section on just transition and environmental sustainability	Environmental sustainability highlighted in the report for the meeting and meeting outcomes	Outcome document	International / Ethiopia		Dec-21	SECTOR/FACT	
		3.5.5. Sub regional workshop on the future of decent and sustainable work in tourism	Prepare inputs for the reflecting just transition and environmental sustainability, including section on just transition and environmental sustainability	Environmental sustainability highlighted in the report for the meeting and meeting outcomes	Outcome document	sub regional		Dec-21	SECTOR/FACT	
		3.5.6. Sub-Regional Meeting on the promotion of decent work in Forestry with a focus on reforestation (possibly in Tanzania, third quarter of 2020)	Prepare inputs for a meeting document for a tripartite forestry meeting reflecting just transition and environmental sustainability, including section on just transition and environmental sustainability	Environmental sustainability highlighted in the report for the meeting and meeting outcomes	Outcome document	National Country TBC		Dec-20	SECTOR/FACT	
		3.5.7. New policy guidance notes on decent work in the rural economy	Develop 3 new policy guidance notes with strong focus on environmental sustainability (on the future of work in the rural economy; circular economy in rural areas; and fishing and aquaculture)	New policy guidance notes include strong focus on environmental sustainability	3 PGNs published	Global	2,000	Dec-21	SECTOR/FACT	
		3.5.8. Regional / national Rural Development Academies	Two training events on rural economy includes dedicated sessions on environmental sustainability	Dedicated capacity building and knowledge activities and events on environmental sustainability in the context of decent work and the rural economy	Two national / regional activities	HQ and region TBC	50,000	Dec-21	SECTOR/FACT	ITC ILO
		3.5.9. E-learning module on addressing environmental sustainability in the rural economy	Develop and disseminate an e-learning module on addressing environmental sustainability in the rural economy	E-learning module developed and used by at least 100 persons	1 module developed and in use	Global	8,000	Dec-21	SECTOR/FACT	

	3.5.10. Sub-regional meeting on fishing		Prepare inputs and outputs for meeting note, which may involve a coordinated effort to promote FAO, ILO and IMO fishing instruments - some with a fishing component	Environmental sustainability reflected where relevant in the reports and outcomes of the meeting	Conclusions	sub regional	55,000	Dec-21	SECTOR/MARITRANS	
	3.5.11. Promotional materials for the ports sector (PDP II and other port publications)		Environmental sustainability will be taken into consideration in the port sector for the development of promotional material and tools	Environmental sustainability will be included in the promotional material when relevant	Workshop and promotional material	Global	5,000	Dec-21	SECTOR/MARITRANS	
	3.5.12. Sub-regional tripartite meeting (or national meetings) on promoting social dialogue between ship owners, shipbuilding and ship recycling industry		Prepare inputs and outputs for meeting note	Environmental sustainability will be included in the report to the meeting	Points of consensus of the workshop	Regional Asia	55,000		SECTOR/E2M	GREEN and DWT/CO-New Delhi
3.6. Environmental sustainability considerations reflected in the Economic, social and environmental transitions for full, productive and freely chosen employment and decent work for all (P&B Outcome 3) FOCUS ON: Increased capacity of member States to formulate and implement policies for a just transition towards environmentally sustainable economies and societies (Output 3.3.)	3.6.1. Increased capacity of member States to formulate and implement policies for a just transition towards environmentally sustainable economies and societies (Output 3.3) in the context of employment intensive and skills activities	Output 3.3. AND	Finalize the Guide: Environmental and Social Safeguards for EIIP Projects	ESS Guide	1 Guide finalized	EIIP: Field and HQ	10,000	mid 2020	EIIP Bangkok (EMPLOYMENT)	
		Output 3.2. Increased capacity of member States to formulate and implement policies and strategies for creating decent work in the rural economy	Develop a Roadmap on boosting skills for a greener future in Mauritius: gaps, needs and opportunities to be presented, discussed and finalized further at two-days capacity building skills foresight workshop with key national stakeholders.	Roadmap and built capacity of the 30 national stakeholders	Roadmap developed and workshop for 30 stakeholders organized	Field and HQ	PAGE allocated funds (13.000 USD)	Jan-March 2020	SKILLS (EMPLOYMENT)	In partnership with GREEN and CO-Antananarivo
		Consider environmentally sustainable issues in targeted three MENA countries in sector selection and sectoral approach-led activities to implement the STED for 2020-2021	Sector selection map (s) and STED reports in three targeted countries	Sector selection map (s) and STED reports in three targeted countries	Field and HQ	KOICA project	2020-2021	SKILLS and CO-Algiers (EMPLOYMENT)	Co-Cairo	
	Output 3.3 AND Output 3.4. Increased capacity of ILO constituents to promote peaceful, stable and resilient societies through decent work	Develop Forestry Component/Collaboration with IUCN (Green Works)	Proposals approved	1	EIIP: Field and HQ	10,000	Dec-21	EIIP Geneva (EMPLOYMENT)		
		Develop Desertification Component/Sahel Projects (Green Works)	Proposals approved	1	EIIP: Field and HQ	10,000	Dec-21	EIIP Geneva (EMPLOYMENT)		
		Develop Water Component (Green Works)	Guide on maintenance of water systems	1	EIIP HQ	20,000	end 2020	EIIP Geneva (EMPLOYMENT)		
	3.6.2. An ILO integrated approach for the promotion of environmental sustainability and decent work in textiles and clothing is developed	Output 3.3.	Proposal submitted for discussion and related guidance provided for integrating environmental sustainability into ILO programmes and projects	Environmental sustainability integrated into ILO programmes and projects in textiles and clothing	One Manual	Global	10,000	2020	SECTOR/E2M	Green
3.6.3. Tripartite constituents are more aware of the social and environmental impact and adopt measures to address them in regards to e-waste. Policy coherence is enhanced		Inter-agency meetings and events held to promote decent work in e-waste. Participation in events and initiatives of key actors: - UN E-waste coalition - Responsible Business Alliance - Industrial - Electronics Watch	Number events in which the ILO participated	Participation in the events listed in the activities	HQ and all field offices concerned	-	Ongoing	SECTOR/E2M	ACTRAV/ACTEMP/ GREEN/ DDG/P	

		3.6.4. Training materials and tools of the code of practice on safety and health in shipbuilding and ship repair reflected environmental sustainability issues		Design training materials taking into account environmental sustainability issues	Environmental sustainability integrated into training materials for shipbuilding and ship repair	Training materials developed by 2021.	Global	20,000	Dec-21	SECTOR/E2M	GREEN and DWT/CO-New Delhi
		3.6.5. Tripartite constituents become more aware of possibilities of just transition policies and practices that can be adopted in the energy sector. Policy coherence is enhanced		Develop joint activities. Sustainable Energy Jobs Platform	Activities developed	Joint activities developed enhance policy coherence	Global		Ongoing	SECTOR/E2M	GREEN JOBS IRENA
		3.6.6. WASH@Work revised and implemented		Piloting and promoting revised WASH@Work	Number of trainees	Tool implemented	Countries		Dec-21	SECTOR/SERVICES	
		3.6.7. Research for a new event on transport or oceans conducted and reflect environmental sustainability issues		Analytical research related to oceans or transport to tie into broader work on, for example, the blue economy	Environmental sustainability highlighted where relevant in this research	Preparatory research	Global or regional (td)	10,000	Dec-21	SECTOR/MARITRANS	
		3.6.8. The UN Alliance for Sustainable Fashion promoted efficient collaboration among UN Agencies		Participate in the meetings of the Steering Committee and other Alliance events	Environmental sustainability highlighted in the activities of the Alliance	Advocacy events	Global		Dec-21	SECTOR/E2M	
		3.6.9. Workplan activities to implement UNCCD MOU	Output 3.3. and Output 7.5.	-ILO-UNCCD action plan to implement the MoU developed - Opportunities for resource mobilization identified with UNCCD , with particular focus on Africa	1. Action plan developed 2. Resources mobilized	1. Action plan developed 2. Resources mobilized	Global, with focus on Africa	tbc	2020-21	Green Jobs and Migrant	
		3.6.10. Multistakeholder partnership to support a just transition in the context of climate change established	Output 3.3.	Develop and implement the flagship program Climate Action for Jobs	Implementation of the program	Implement the program in at least 6 countries	Global		Dec-21	Green jobs and Green Jobs field specialists	Relevant external offices
		3.6.11. Research, analysis and capacity of stakeholders enhanced on just transition and green jobs	Output 3.3.	Develop ILO policy briefs/working papers on: Informality and environmental sustainability Entrepreneurship development Business approach to just transition Develop ILO research reports on: Greening enterprises, Agriculture, Fisheries, Conflict, Transport, NDC/Climate policy impact on labour Develop a regional report on ILO - IDB report on employment impact of decarbonisation in the LAC region Paper on green jobs and gender in LAC	Publishing of reseach tools and products	Publishing of 100% of outlined tools and products	Global and LAC		Dec-21	Green Jobs unit	RESEARCH and other relevant departments

3.7. Environmental sustainability considerations reflected in the promotion of sustainable enterprises as generators of employment and promoters of innovation and decent work (P&B Outcome 4)	3.7.1. A model of intervention to promote circularity in textiles, clothing, leather and footwear is developed	Output 4.1. Increased capacity of member States to create an enabling environment for entrepreneurship and sustainable enterprises	Draft a new intervention model for programmes on circularity	Environmental sustainability and circularity promoted in the model	A model of intervention designed	Global	10,000	Dec-21	SECTOR/E2M	
	3.7.2. Just transition is incorporated into the EESE program revised methodology		Revise the method/tool of the Environmental pillar in EESE program to incorporate "Just Transition" aspect and pilot support in one of the countries covered by CO Harare or CO Pretoria	Updated tool to be approved by the management pilot in any EESE project.	A set of new indicators and questionnaires completed and piloted.	HQ	Staff Time and Project fee of US\$ 10000	Dec-21	EESE team, SME Unit	Green Jobs Unit in Enterprises Department for necessary advisory. DWT Pretoria for the pilot country
	3.7.3. Research on the linkages between Environmental Sustainability and the Business Environment is conducted		Drawing on country case studies, issue a working paper on the association between the Environmental Sustainability and the Business Environment.	Working paper to be issued.	1 paper	HQ	Staff Time and consultant fee of US\$ 5000	Dec-21	EESE team, SME Unit	Green Jobs Unit in Enterprises Department for potential collaboration
	3.7.4. Gender-inclusive renewable energy planning and policies are promoted by increasing women's participation in relevant policy formulation; Barriers related to skills, information and social norms for women entrepreneurs' participation in sustainable energy production are removed; Women's productive use of sustainable energy is promoted.	4.2. Strengthened capacity of enterprises to adopt new business models, technology and techniques to enhance productivity and sustainability	Conduct a research on women entrepreneurs in the renewable energy sector	Evaluation of women entrepreneurship in the sector of renewable energies to be conducted	Evaluation is published and available on the ILO website	Somalia	Consultant fee USD 20'000, plus staff time	dec. 21	WED team, SME unit	
	3.7.5. Help SMEs to increase energy and resource production efficiency		Support SMEs by delivering a training module to improve energy and resource efficiency	SCORE Clean Production module delivered to SMEs in all SCORE 12 countries	50 Clean Production modules delivered	Ghana, China, Vietnam, Myanmar, Peru, Colombia, Ethiopia, Tunisia	staff time	dec 21	SCORE team, SME unit	
	3.7.6. Enhance knowledge on the linkages between market system development and environmental sustainability	4.4 Increased capacity of member States and enterprises to develop policies and measures that promote the alignment of business practices with decent work and a human-centred approach to the future of work	produce a brief on what we can learn from Market system development and the environment	Brief is available on the ILO website	1 paper	HQ/Field	staff time	Aug. 20	LAB team, SME unit	Green Jobs unit

<p>3.8. Environmental sustainability considerations reflected in the promotion of Skills and lifelong learning to facilitate access to and transitions in the labour market (P&B Outcome 5)</p>	<p>3.8.1. Technical meeting on the future of work promoted in the automotive industry and the need to invest in people's capabilities and decent and sustainable work</p>	<p>Output 5.1. Increased capacity of the ILO constituents to identify current skills mismatches and anticipate future skill needs</p>	<p>Prepare inputs and outputs for reflecting in the report just transition and environmental sustainability issues</p>	<p>Environmental sustainability highlighted in the report for the meeting and meeting conclusions (also the ILO Guidelines on Just Transition)</p>	<p>Conclusions of the meeting and recommendations for future action of the ILO and its member States</p>	<p>Global</p>		<p>Dec-20</p>	<p>SECTOR/E2M</p>	
<p>3.9. Environmental sustainability considerations reflected in the promotion of Gender equality and equal opportunities and treatment for all in the world of work (P&B Outcome 6)</p>	<p>3.9.1. Environmental sustainability promoted in a session or side-event at the ICAO's Second Global Gender Aviation Summit</p>	<p>Output 6.2. Increased capacity of the ILO constituents to strengthen policies and strategies to promote and ensure equal opportunities, participation and treatment between women and men, including equal remuneration for work of equal value</p>	<p>Prepare questions and inputs to shape a questions of session or side-event at aviation summit</p>	<p>Environmental sustainability will be highlighted when relevant during the discussion</p>	<p>Report</p>	<p>Global</p>	<p>5,000</p>	<p>Dec-21</p>	<p>SECTOR/MARITRANS</p>	
<p>3.9.3. A just transition to environmental sustainability and climate change through new tools concerning indigenous peoples, persons with disabilities and HIV and AIDS.</p>		<p>Output 6.4</p>	<p>Prepare the tools for strengthening consultation and participation of indigenous peoples in line with Convention No. 169 to be included in the C169 toolbox</p>	<p>Inclusion of case studies and training tools in the C169 toolbox</p>	<p>At least 2 Tools are included in the C169 toolbox</p>	<p>Global</p>		<p>Dec-21</p>	<p>GED/ILOAIDS</p>	
			<p>A knowledge product on green jobs/economy and persons with disabilities for promoting disability inclusion in the global climate change negotiations and especially the work stream on just transition</p>		<p>Knowledge prouct</p>	<p>Global</p>		<p>Jun-21</p>	<p>GED/ILOAIDS</p>	
			<p>Finalization the reserach on: The Impact of Climate change on the AIDS response, particularly in the world of work and on workers living with HIV</p>		<p>Study</p>	<p>Global</p>		<p>Dec. 2020</p>	<p>GED/ILOAIDS</p>	
<p>3.10. Environmental sustainability and just transition considerations reflected in the promotion of Adequate and effective protection at work for all (Outcome 7)</p>	<p>3.10.1. Tripartite constituents at the national level are more aware of the social and environmental impact and adopt measures to address them decent work challenges in the waste sector</p>	<p>Output 7.2. Increased capacity of member States to ensure safe and healthy working conditions</p>	<p>Finalize the Research report "From Waste to Jobs: Decent work challenges and opportunities in the management of e-waste in Argentina"</p>	<p>Finalization of report</p>	<p>Report</p>	<p>Argentina</p>	<p>2,300</p>	<p>2020</p>	<p>SECTOR/E2M</p>	<p>CO-Buenos Aires</p>
	<p>3.10.2. Environmental sustainability addressed in meetings gathering constituents and other ILO partners to ensure safe and healthy working conditions</p>	<p>Output 7.2. Increased capacity of member States to ensure safe and healthy working conditions</p>	<p>A meeting of experts to discuss and adopt a Code of Practice on Safety and Health in textiles, clothing, leather and footwear</p>	<p>Environmental sustainability reflected where relevant in the code of practice</p>	<p>Code of practice</p>	<p>Global</p>			<p>Dec-21</p>	<p>SECTOR/E2M</p>
			<p>Draft the code of practice, including sustainable issues where appropriate</p>	<p>Environmental sustainability will be taken into account where relevant for the medical examination of fishers</p>	<p>Guidelines</p>	<p>Global</p>	<p>-</p>	<p>Dec-21</p>	<p>SECTOR/MARITRANS</p>	
			<p>Prepare inputs and guidelines for the medical examination of fishers at the occasion of the meeting of experts to produce joint ILO-IMO Guidelines for medical examination of fishers Third quarter 2021</p>	<p>Environmental sustainability highlighted in the draft code of practice</p>	<p>Code of practice</p>	<p>Global</p>		<p>Dec-21</p>	<p>SECTOR/FACT</p>	
			<p>Prepare inputs for meeting document for the revision of the Code of Practice on OSH in Construction reflecting just transition and environmental sustainability as needed. (November 2021)</p>							

			At the Sub-regional meeting on mining in Southern Africa: creating a brighter future of work (Pretoria, 2020): - Draft meetings documents taking into account sustainability issues - Organize the meeting publish the outcome document	Sustainability issues are addressed in the background and outcome documents of the meetings	Points of consensus	Region Africa		Dec-21		
			At the Sub-regional meetings to promote decent work for sanitation workers - Draft meetings documents taking into account sustainability issues - Organize the meeting publish the outcome document	Sustainability issues are addressed in the background and outcome documents of the meetings	Points of consensus	Region		Dec-21	SECTOR/SERVICES	
	3.10.3. Development cooperation projects supported constituents in examining opportunities to address climate, migration and employment opportunities including development of green jobs in areas affected by climate related migration.	Output 7.5. Increased capacity of constituents to develop fair and effective labour migration frameworks, institutions and services to protect migrant workers Output 3.3.	1. Study on the access to labour markets and environmental situation of refugees, asylum seekers and migrants from Mali and Nigeria using the "Approach to Inclusive Market Systems" methodology 2. Research on the Interaction between Climate Change Variables, Labour Markets and Migration in Selected Migration Corridors in the IGAD Region	Note: first activity is subject to funding No. Of studies finalised	2 studies finalised	West and East Africa	TBC	Jul-05	MIGRANT together with Green Jobs, DEVINVEST	
	3.10.4. Leadership role in the Warsaw International Mechanism for Loss and Damage (WIM) Task Force on Displacement		The ILO is a core expert member of the United Nations Framework Convention on Climate Change (UNFCCC) mandated Task Force on Displacement under the Warsaw International Mechanism for Loss and Damage, and contributed to the development of recommendations which include reference to ILO standards and the Global Compact. These were adopted by the Conference of the Parties to the	Participation in activities of Task Force	Participation in activities of Task Force	Global	staff cost and mission costs	2019-2021	MIGRANT	
	3.10.5. TFD workplan, including awareness raising, capacity building and knowledge management implemented		Together with UNHCR, IOM, PDD, Compile selected good practice case studies and lessons learnt of relevant projects/programmes that have integrated climate-related mobility for the purpose of improving design of project proposals and access to funding - Together with UNHCR, IOM, IFRC, Compile selected good practice case studies and lessons learnt of relevant	Implementation of ILO commitments within the Task Force on Displacement Work Plan	100% implementation of ILO component of the work plan	Global	tbc	2020-21	MIGRANT	
	3.10.6. Reduced workers' exposure to chemical risks in target countries, with a focus on agriculture and construction sectors	Output 7.2. Increased capacity of member States to ensure safe and healthy working conditions	Assessments of country specific regulatory frameworks on chemicals ; assessments of actual workers' exposure to chemicals ; policy, technical and operational support for the safe use of chemicals/ to reduce workers' exposure to chemicals, including through the promotion of green agriculture practices	Number of target countries that have implemented regulatory or practical measures aimed at reducing workers' exposure to chemical risks	At least 4 countries	Country level Myanmar (agriculture) + Madagascar (agriculture) + Cambodia (construction) + Viet Nam (agriculture)	Around 300,000 USD for activity costs (estimation)	All activities to be started during the biennium 2020-2021 but some activities to go until 2023	Country offices in Yangon, Bangkok, Hanoi, Antananarivo	LABADMIN/OSH
	3.10.7. Promotional documents developed on ILO chemical work (A promotional brochure on ILO chemical activities; A promotional brochure of C170; A legal review of ILO chemical instruments); Advocacy documents developed (report of global chemical exposures at the workplace and key action areas); ILO staff and constituents participate in key discussions and planning meetings of SAICM Beyond 2020.		Support the promotion and ratification of ILO Conventions, and related labour standards, ILO Codes of Practice and tools on chemical safety; define priorities, responsible partners and a timeline of action for the engagement of world of work actors in Beyond 2020; mobilise ILO staff and constituents in SAICM Beyond 2020 discussions	A) Number of promotional documents on ILO chemicals work B) Number of advocacy documents developed and world of work actors engaged on key areas C) Number of constituents engaged in SAICM Beyond 2020 discussions	A) 1 promotional document B) 1 advocacy document C) 18 constituents engaged	Global	163,966 EUR	1 July 2019 – August 2021	LABADMIN/OSH	ACTRAV, ACT/EMP

3.11. Environmental sustainability and just transition considerations reflected in the promotion of Comprehensive and Sustainable Social Protection for all (P&B Outcome 8)	3.11.1. Countries are supported in formulating and adopting social protection policies and measures to protect workers and their families affected by economic, natural and other shocks, including climate change and environmental degradation, thereby facilitating a just transition to greener economies (Output 8.3)	Output 8.3: Increased capacity of the member States to integrate social protection in comprehensive policy responses to support and protect workers and employers during their life and work transitions Output 3.3: Increased capacity of member States to formulate and implement policies for a just transition towards environmentally sustainable economies and societies	Provide methodological guidance to include environmental sustainability concerns in CPOs linked to Output 8.3	Number of countries supported	On demand	HQ and Field	Staff time	2020-21	SOCPRO	OCT; PROGRAM
			Provide support to address just transition issues in relevant CPOs	Number of countries supported	On demand	HQ and Field	Staff time	Dec-21	SOCPRO	OCT
	3.11.2. Policy paper on the role of social protection in the fight against climate change and ensuring a just transition is developed		Develop an inventory of national experiences linking social protection and climate change	Number of policy papers developed	1	HQ and Field	Staff time	2021	SOCPRO	GREEN JOBS, RESEARCH, SKILLS, DEVINVEST
			Finalize and publish							
	3.11.3. Web page "Social Protection and Climate Change" is updated		Update the web page including relevant resources	Number of web pages updated	1	HQ	Staff time	2020-21	SOCPRO	CO-DWT
	3.11.4. DC project proposal linking social protection and climate change is developed		Elaborate a proposal in collaboration with the government and peer-review by specialists and other relevant departments	Number of development cooperation proposals developed	At least 1 proposal	HQ and Field	15000 + Staff time	2020-21	SOCPRO	GREEN JOBS, SKILLS, DEVINVEST
			Engage with potential development partners (GCF, AFD, ADB, etc.) and mobilize resources, submitting the proposal to relevant calls							
	3.11.5. Communication materials to disseminate the linkages between social protection and climate change are developed		Develop a communication strategy	Number of strategies developed	1	HQ	10000 + Staff time	2020-21	SOCPRO	DCOMM, GREEN JOBS, PRODOC
			Develop communication tools (posters, banners, videos, social media, etc.)	Number of tools developed	3					
	3.11.6. Knowledge on the role of social insurance in the context of climate change is developed and disseminated		Prepare and publish the report	Number of studies developed	1	HQ and Field	25,000 + Staff time	2020-21	SOCPRO	GREEN JOBS, RESEARCH, AFD
			Develop a video to disseminate the key findings of the study	Number of videos developed	1					
			Present the study at a conference in Paris	Number of conferences organized	1					
	3.11.7. Recurrent Item Report on social protection (social security) is prepared and discussed at the ILC in June 2020		Draft report and discussion at the ILC 2020	Number of reports developed	1	HQ and Field	Staff time	2020	SOCPRO	
	3.11.8. New edition of the World Social Protection Report 2020-21 is developed		Draft report and publication	Number of reports developed	1	HQ and Field	Staff time	2020-21	SOCPRO	
	3.11.9. Case studies covering national experiences on social protection and climate change are documented		Document case studies covering national experiences on social protection and climate change	Number of case studies	At least 1	HQ and Field	Staff time	2020-21	SOCPRO	
3.11.10. Capacities of social partners are enhanced with a view to strengthen social protection systems to prepare and respond to natural disasters		Support capacity building on social protection in the context of climate change (ITC-ILO, etc.)	Number of trainings delivered	On demand	HQ	Staff time	2020-21	SOCPRO, GREEN JOBS		
3.11.11. Awareness-raising and advocacy activities are conducted		Development of partnerships and mobilization of resources for social protection	Number of partnerships developed	At least 1	HQ and Field		2020-21	SOCPRO	GREEN JOBS	
		Participate in international and national conferences to raise awareness on the role of social protection in the fight against climate change (COP, etc.)	Number of persons exposed to awareness-raising activities	500	HQ and Field	10,000 + Staff time	2020-21	SOCPRO	GREEN JOBS	

	3.12. Environmental sustainability and just transition considerations reflected in the promotion of Authoritative and innovative research to enable policy development and lead on frontier issues in the world of work. (P&B Outcome A2)	3.12.1. Research on the linkages between the world of work and just transition to environmental sustainability conducted		Report drafting, production and dissemination "Decarbonising in Latin America and the Caribbean" report, joint with IADB	Report published	1 report	HQ	10,000 + Staff time	Aug-20	RESEARCH	IADB	
				Report drafting, production and dissemination "Greening the Workplace: A legal perspective" report	Report published	1 report	HQ	5,000 + Staff time	Early 2021	RESEARCH	GREEN JOBS	
4. Mainstream environmental sustainability in Country Programmes	4.1. Just transition to environmental sustainability incorporated into DWCPs, other national programming frameworks and country DC projects as an opportunity and risk factor for achieving Decent Work	4.1.1. Decent Work Country Programmes (DWCP) and CPOs include references to a just transition to environmental sustainability	Output 3.3.	Analyse greening factors and drivers in the process of formulating new DWCP	Share of DWCPs developed in 2020-21 that include references to a just transition to environmental sustainability	40%	HQ and Field		Dec-21	field specialists , selected country offices	GREEN JOBS	
				Provide support in formulation and revisions of relevant CPOs to address just transition to environmental sustainability	CPOs with references to just transition to environmental sustainability	At least 8 countries systematically make references to the just transition to environmental sustainability in the formulation /revision of CPO	HQ and Field	Dec-21	field specialists , selected country offices	GREEN JOBS		
		4.1.2. DC country projects feature green jobs	Output 3.3.	Tawdif II-Component 4 (more detailed could be found with CO Algiers)	Delivery of products	All products delivered	CO Abidjan	Tawdif II project by UK	Dec-21	CO Algiers and SKILLS		
				Output 3.3. and Output 8.3	Promote Social dialogue processes on just transition in CR, within the framework of the decarbonisation policy of the country (CRI 133)	Delivery of products	All products delivered	Costa Rica	10000	Dec-21	ILO Costa Rica	GREEN JOBS
						Delivery of products	All products delivered	Mexico	70000	Dec-21	ILO Mexico (LAC)	GREEN JOBS
				Output 3.3.	Develop a green business promotion manual for CDMX; Elaboration of a manual on sustainable mobility at work for the CDMX; Promote Skills for Green Jobs Enterprise productivity and cleaner production Dialogue with Employers organizations on Green business	Delivery of products	All products delivered	LAC		Dec-21	ILO Caribbean (LAC)	GREEN JOBS
						Delivery of products	All products delivered	Barbados		Dec-21	ILO Caribbean (LAC)	GREEN JOBS
				Output 3.3.	Implement project RAEE in collaboration with ONUDI Develop programs of green jobs in areas of environmental protection in collaboration with UNESCO Further implement PAGE Mato Grosso (BRA 101)	Delivery of products	All products delivered	Argentina		Dec-21	ILO Argentina	GREEN JOBS
Delivery of products	All products delivered	Brasil				Dec-21	ILO Brasil	GREEN JOBS				

				Organize a regional meeting during this year on professional training and green jobs; Publish a technical note on the same theme; PAGE in Uruguay, take part in the pilot cases with the National Institute of Professional Development and Training (INEFOP) for the transversalization of the theme of green jobs in their training offer. (RLA 153)	Delivery of products	All products delivered	LAC			Dec-21	CINTERFOR (Uruguay)	GREEN JOBS
				Further implement the SIDA-Garment Project in Asia and the Pacific	Implementation of the project in concerned countries	Bangladesh, Cambodia, Laos, Indonesia, Myanmar	Asia and the Pacific			Dec-21	ROAP	GREEN JOBS
				Draft project proposals in coordination with field offices	Project proposals formulated and submitted for funding informed by the P&B	At least 10 countries	Global and countries			Dec-21	Green jobs and Green Jobs field specialists	Country offices
				Provide technical support to field offices, promote collaborative initiatives								
		4.1.3. Strategic Plans of constituents (including NDCs) incorporate environmental sustainability	Output 3.3.	Incorporating Juts Transition (social and employment benefits) in the update of NDC of Côte d'Ivoire	Updated NDC	1	CO Abidjan	Sida Just Transition project			Green Jobs and CO Abidjan	
				Developing a national green jobs strategy for Côte d'Ivoire	Green Jobs strategy	1	CO Abidjan	APERP allocated fund (17800 USD)		End 2020	Green Jobs and CO Abidjan	
				Support constituents in the inclusion of decent work on the national sustainable development programs (COL153)	Support to constituents	Support to constituents	Colombia		110000	Dec-21	ILO Colombia (LAC)	Green Jobs programme

Greening ILO operations

5. Continue to measure, reduce and report on Greenhouse Gas (GHG) emissions, waste and water	5.1. ILO GHG emissions, waste and water statistics for 2019 and 2020 are measured and reported to the ESC and to the United Nations (UN)	5.1.1. ILO GHG, Waste and Water Inventory Reports for 2020 and 2021 produced and submitted to the ESC for review	Participate in software trainings and provide guidance to external offices on data gathering	Agenda and Minutes of the ESC indicate that the ILO Inventory Reports have been presented and reviewed by the Committee	2 Inventory Reports produced and reviewed by the ESC by the end of 2021	HQ and external offices	Staff time, consultant	Dec-21	FACILITIES	Sustainable United Nations (SUN) Secretariat, ILO external offices
			Compile, calculate, analyse and validate data provided by external offices using SUN software							
			Prepare results' report and submit to the ESC							
		5.1.2. Information on ILO GHG emissions, waste and water integrated in the UN publication 'Moving Towards a Climate Neutral UN'	UN report 'Moving Towards a Climate Neutral UN' contains up-to-date ILO data	Moving Towards a Climate Neutral UN' reports published in 2020 and 2021 published with up-to-date ILO data						
	5.2 ILO carbon footprint is reduced (P&B Output C.5.)	5.2.1. ILO-wide carbon footprint of air travel is reduced	Better travel management to reduce air travel	ILO Environmental Inventory indicate a reduction in travel emissions	5 per cent decrease in comparison to 2018-2019	HQ and external offices		Dec-21	Office-wide	SUPPORT MAIL/FACILITIES
		5.2.2. Carbon footprint of ILO HQ reduced	Fine-tune HQ systems to optimize energy consumption	ILO HQ energy bills indicate a reduction in energy consumption	5 per cent decrease in comparison to 2018-2019	HQ		Dec-21	FACILITIES	
6. Increase energy efficiency by operating and maintaining energy-efficient buildings and equipment (as well as water use considerations, increasing resource-use efficiency in internal services and operations; and maintaining environmentally sustainable land management and biodiversity around ILO-owned premises)	6.1. Environmental sustainability incorporated into building renovation plans to improve environmental performance of ILO-owned premises	6.1.1. Environmental sustainability measures incorporated into renovation of HQ, lower floors (Phase 2)	Environmental sustainability measures included within Phase 2 TOR. Such measures include efficient lighting (LED, detectors), efficient insulation of building envelope, energy-efficient air handling units, maximized use of daylight, etc.	Integration of measures to be reported to ESC	Measures incorporated into Managing Contractor's contract	HQ		Mar-21	BRP	FACILITIES
			Review potential improvements to environmental sustainability measures within Phase 2. May include PV panels, water use reduction, e-vehicles charging stations, improve building envelope performance, reuse existing installations, etc.	Feasibility and potential of measures to be reported to ESC	Additional measures confirmed for renovation Phase 2	HQ		Dec-21	BRP	FACILITIES

	6.1.2. Specific measures to promote efficient utilities use integrated into renovation works in the Brasilia building		The construction works follow the environmental sustainability established in the renovation plan, including in the choice of materials Construction waste is properly managed following local rules and best practices	The renovation works integrate the environmental sustainability criteria established in the renovation plan	The renovated Brasilia Office is more environmentally performant than prior to the works	Brasilia CO		Dec-21	Brasilia CO/ Regional Office for Americas	FACILITIES
	6.1.3. Specific measures to promote efficient utilities use included in renovation plans for the Abidjan building		Environmental sustainability criteria regarding energy efficiency, and water use is part of the renovation plans Select cost-efficient and environmentally sustainable materials Construction waste is properly managed following local rules and best practices	Final renovation plan for the Abidjan buildings contains specific measures to allow efficient use of resources, and waste management that can be measured and monitored	Renovation plan with specific measures to enable efficient use of resources approved and implemented by end 2021	Abidjan RO		Dec-21	Abidjan RO	FACILITIES
6.2. Environmental sustainability incorporated into maintenance plans to improve environmental performance of ILO HQ	6.2.1. ILO's energy management further aligned with host country's energy strategies and initiatives		ILO participates in the activities organized in the context of the Ambition Negawatt Vision offered by SIG	Participation in activities	Participate in all activities relevant to the ILO	HQ		Dec-21	FACILITIES	
6.3. Reduced power consumption through replacement of PC hardware with more energy efficient options	6.3.1. Power and cooling demands from PCs and laptops are reduced.		Review current desktop and laptop standards and establish current energy consumption baseline. Follow standards when ordering new equipments. Evaluate potential replacement taking into account energy consumption. Publish new standards.	Number of computers replaced Energy saved (mWh per year) figures from Energy Star consortium.	25% reduction of power consumption for delivering equivalent services for desktops.	ILO	Staff time, equipment replacement costs, project management, procurement activities.	Dec-21	INFOTEC	Other departments
6.4 Increase life of desktop PC and laptops from a 4 year to a 5 year cycle	6.4.1. Less PCs and laptops to recycle. User support time spent to install new machines decreases.		Evaluate business case and associated risks for extending the life of a desktop PC by one additional year. Negotiate with Dell to extend the equipment replacement warranty for desktops and laptops by an additional year.	Reduction in amount of PCs and laptops replaced	Reduction of 20% of RB budgeted PC hardware replacements in 2021 28% reduction in Co2 shipping & new PC production combined.	ILO	Staff time to redefine process, negotiate warranty contracts with supplier and implement	Dec-21	INFOTEC	PROCUREMENT
6.5 Reduced power consumption by ILO HQ network switches	6.5.1. Power and cooling demands from HQ network switches diminishes		Re-architect and simplify datacentre network design Order & implement new datacentre switches. Replace WiFi controller cards with appliances	Reduced power consumption	Net consumption of network switches at HQ reduced by 18 kW	HQ		Dec-21	INFOTEC	
6.6. Energy efficiency of ILO external offices increased	6.6.1. Energy efficient measures implemented in ILO external offices		Install LED lights in the remaining 20% of the building	LED lights installed	Remaining 20% of the building	RO Lima		Dec-21	ROLAC	

	6.7. Biodiversity in ILO HQ premises is further analyzed and protected	6.7.1. ILO HQ understanding of biodiversity of its basin is enhanced for further protection		Participate in the research project of Geneva ponds and basis undertaken by HEPIA Geneva	Report received from HEPIA	Report contains ILO information	HQ		Dec-20	FACILITIES	
	6.8. Efficient management of water resources increased in external offices	6.8.1. Water monitoring improved and water consumption reduced		Assess and install adapters to save water on taps	Reduction in water consumption	Reduction in water consumption	RO Lima		Dec-21	ROLAC	
7. Perpetuate sustainable publication production processes and promote responsible paper use	7.1. Use of paper reduced at ILO HQ	7.1.1. New processes are introduced to reduce the amount of paper use in preparing and presenting cases for Reports Board Meetings		Electronic binders prepared for ad-hoc Reports Board meetings and offered instead of paper binders. (Each ad-hoc meeting requires 3 binders.)	% of ad-hoc Reports Board meetings convened with electronic binders only % of ad-hoc Reports Board meetings convened with electronic binders for RB secretariat	75% (this assumes RB members already have a laptop or tablet) 90%	HQ	None (in fact cost savings and staff time savings)	Jan-20 - Dec-21	HRD	Reports Board Members
				Electronic binders prepared for Full Reports Board meetings and offered instead of paper binders. (Each full RB meeting requires 6 binders)	% of electronic binders used compared to total binders used	target for 2020 30% target for 2021 60% (this assumes suitable tablets can be provided by the office. Personal tablets present a data security risk. Laptop are not suitable for this volume of documents)	HQ	None (in fact cost savings and staff time savings)	Jan-20 - Dec-21	HRD	Reports Board Members
		7.1.2. Progressive reduction of printed material		Promoting online trainings instead of on site workshops	SCORE trainings available online	a reduction of 50% of training material printed for workshops	HQ	staff time	dec. 21	SCORE team, SME unit	
		7.1.3. All paper used for printing purposes by the ROAP is sourced from eco-friendly quality managed in an environmentally sustainable and socially responsible manner		Identify eco-friendly print paper suppliers.	Eco-friendly product is certified	Eco-friendly product identified by January 2020	ROAP	staff time	Dec-20	ROAP	

8. Further promote environmentally sustainable travel practices	8.1. GHG emissions from air travel, official vehicles and commuting reduced in external offices	8.1.1. More performant and less polluting official vehicles available		1) Update specifications and requirements for purchasing new cars to include fuel economy and environmental sustainability	Electric or hybrid reenergized stations and maintenance widely available	Hybrid vehicles replacement	ROAP	USD.60,000	Dec-20	ROAP	PROCUREMENT	
				1.1) Identify and purchase hybrid cars for use at ROAP				staff time				
		8.1.2. Core travel reporting capabilities are enhanced		2) Continue to support and monitor the implementation of the ILO travel policy	Reports contain information on travel class available through gas emission data.	GHG inventory reports in 2019 is available.			staff time	Dec-20	ROAP	
		8.1.3. Eco-mobility is promoted for ILO staff		4) Raise awareness among staff regarding eco-mobility options through UNESCAP Environmental Management Steering Committee (EMS)	Facilities are installed.	Facilities are available free of charge.	ROAP			Dec-20	ROAP	UNESCAP
	4.1) Provide parking facilities for bicycles in the Building						Dec-21		UNESCAP			
9. Promote environmentally sustainable meetings	9.1. Timely provision of concise official documents in electronic form for all official meetings and continued application of the paper-smart approach (print on demand only addressing minimal specific and justifiable needs) (P&B 2020-2021 - 8.1.2.)	9.1.1. Progressive reduction of printed documents for official meetings		Reduce the number of official documents published on hard copy Increase the proportion of documents published electronically only	Provision of official documents in electronic form for all official meetings. Print on demand only addressing minimal specific and justifiable needs.	<ul style="list-style-type: none"> ■ 100 per cent of official documents are published electronically on time. ■ Printed pre-session official documents do not exceed 15 per cent 	International Labour Conference, Governing Body, Regional Meetings, Official sectoral and technical meetings		Dec-21	RELMEETINGS	PRODOC	
				Percentage of official correspondence sent electronically	85 per cent of official communications sent exclusively in electronic format.	All official correspondence						
	9.2. Organization of virtual meetings facilitated	9.2.1. Technologies for virtual meetings further promoted		3) Ensure further usage of videoconference equipment in meeting rooms	Statistics on use of video conference (vc) in meeting rooms increased and statistics on number of skype for business (one-to-one) vc sessions obtained.	VC use in meeting rooms increased by 5 percent. Statistics show staff use of the new skype for business tool.	ROAP	staff time	Dec-20	ROAP		
				3.1) Implement VC to the desktop for desktops at ROAP.				staff time	Dec-21			

		9.2.2. Trainings and workshops are delivered online		Promoting online trainings instead of on site workshops	SCORE trainings available online	100% of SCORE trainings available online 30 % of workshops delivered online	HQ	development cost of UDS 30'000 plus staff time	july 2020	SCORE team, SME unit	
	9.3. Environmental Sustainability is promoted through guidelines for ILO and constituents	9.3.1. ROAP has produced guidelines for environmental sustainability and gender to be applied to meetings, events and the production of knowledge products		Dissemination to projects at national and regional level among ILO staff (professional and administrative)	At least 2 project apply the guidelines	Guidelines produced by March 2020	ROAP	staff time	Dec-20	DWT-ROAP	UNESCAP
10. Improve waste management practices, including by reducing, reusing and recycling waste	10.2. Waste management practices improved at ILO HQ	10.2.1. Waste separation and recycling rates increased		Further implement the centralized waste management strategy in the lower floors of the building Further implement the communication package to sensitize and inform staff	Waste inventory 2019, 2020. Prior recycling rate of 71% prior to renovation (2016)	5% increase in the recycling rate compared to the period prior to the renovation	HQ		Dec-21	FACILITIES	
	10.3 Waste management improved in field offices	10.3.1 The enabling conditions for sustainable waste management created		Sign an agreement with the owners of the building hosting CO Abidjan and ROAF Operationalise the local Environmental Sustainability Committee (Go Green) Awareness raising activities on reducing, recycling and reusing towards colleagues and other institutions hosted in the same building	Agreement letter signed with the owners of the building Reduced volume of solid waste, reduced volume of printouts	Agreement letter signed with the owners of the building Reduced volume of solid waste, reduced volume of printouts	CO Abidjan		Dec-21	CO Abidjan and ROAF	
11. Scale up sustainable procurement	11.1 Sustainable procurement practices further implemented across the ILO	11.1.1 A comprehensive ILO Sustainable Procurement Policy is developed		Undertake inventory of sustainable procurement policies within the UN system and beyond (both private and public entities) and benchmark the ILO relevant policy against best practices	ILO Sustainable Procurement Policy is in place	ILO Sustainable Procurement Policy is endorsed by TR/CF and published	HQ and external offices	Staff time	Dec-21	PROCUREMENT	External offices
	11.2 ILO engaged UN efforts to promote sustainable procurement	11.2.1 ILO participated and contributed to the Sustainable Procurement Working Group		Implement the Sustainable Procurement Indicators project	Tenders published on UNGM by PROCUREMENT are in compliance with SP Indicators	At least 25% of tenders published on UNGM by PROCUREMENT should be in compliance with SP Indicators	HQ and external offices	Staff time	Dec-21	PROCUREMENT	External offices
		11.2.2 ILO participated and contributed to the Task Force for Development of Joint Approach to Combating Human Trafficking and Forced Labour in Supply Chains		Participate in the work of and Co-Chair the Task Force	Task Force Action Plan 2020 is developed by the Task Force and endorsed by the HLCM PN via WG Sustainable Procurement	Task Force Action Plan 2020 is implemented		HQ	Staff time	Dec-20	PROCUREMENT
12. Further promote greening the ILO in external premises	12.1. External offices take measures to systematically address environmental sustainability	12.1.1. External offices define timebound strategies and create task forces/committees to promote environmental sustainability		Greening the ILO Office for Turkey". The aim will be to enhance various office operations and practices with a view to reducing its greenhouse gas emissions (GHG), electricity consumption, stationary, heating, use	Development of an environmental sustainability strategy or plan	Development of an environmental sustainability strategy or plan	ILO Turkey		Dec-21	ILO Turkey	
		12.1.2. Enhance coordination and information exchange among ILO offices		Encourage the formation of a regional committee with focal points of each office in the region to share the experiences and replicate those that obtained good results.	Organization of regional meeting	At least one meeting	LAC		Dec-21	ROLAC	FACILITIES

Awareness raising, staff engagement and capacity building

13. Ensure that staff and their representatives are consulted, empowered and actively encouraged to mainstream the just transition to environmental sustainability and make contributions in all matters relating to the greening of the ILO	13.1. Staff awareness increased	13.1.1. Internal communication content designed to inform and engage staff on environmental sustainability at the ILO	Content published in Inside on environmental sustainability.	Number of content items published	Three content items in 2020-21			Dec-21	DCOMM	FACILITIES, GREEN JOBS
			Related internal events promoted	Number of events promoted	All internal events promoted			Dec-21	DCOMM	FACILITIES, GREEN JOBS
		13.1.2. Greening the ILO intranet Sharepoint developed	Develop the concept, design and content of the Sharepoint	Sharepoint created on the intranet	One Greening the ILO Sharepoint			Dec-21	FACILITIES, INFOTEC, DCOMM	
		13.1.3. Awareness raised in external offices on environmental sustainability	Organize awareness-raising campaigns on various environmental sustainability issues including on waste	Campaigns organized	Campaigns organized	RO Lima		Dec-21	ROLAC	
	13.2. Staff engaged	13.2.1. New ILO award theme "Green Champion" or similar is created and included in either the leadership category or the teamwork category, to recognize colleagues who have been making substantive contributions to the mainstreaming of environmental sustainability in ILO's work	Update IGDS with clear guidelines defining the new theme	Number of managers or teams nominated under the new theme	Next award exercise	HQ and Field	Staff time	Jun-21	HRD	SUC/ Green Jobs Unit/ DCOMM
			Add the theme to the nomination form							
		13.2.2. Greening the ILO Working Group strengthened with continuation of activities	The WG identifies 1 new activity that contributes to behavioural change in ROAP and Cos	1 activity identified by the WG for greening the ILO. The activity reach ROAP staff and COs staff	Activity identified by June 2020	ROAP and Cos	staff time	Dec-20	DWT-ROAP	GREEN
	13.4. Enhanced capacity of ILO staff, constituents and other stakeholders to address environmental sustainability in programmes and projects and operations	13.4.1. Staff involvement ensured and capacity developed on mainstreaming just transition to environmental sustainability	"Promoting a just transition to environmental sustainability" - e-learning module finalised in Spanish	Availability of e-learning course	self-guided distance learning course available in Spanish on e-Campus	HQ and Field	5,207 Eur	Mar-20	ITC-ILO	HRD / Green Jobs Unit
			Roll-out of Promoting a just transition to environmental sustainability - e-learning module	1 online multi-language EN, SP and FR platform launched on HRD share point via ITCILO E-Campus	ILO Staff (technical staff, project managers, specialists, CTAs...) took the self-guided distance learning course (based on demand)	ITCILO and HQ	37382	Mar-20	ITCILO	ILO Green Jobs Programme and HRD
			Campaign to raise awareness of the "Promoting a just transition to environmental sustainability" - e-learning module	Number of staff completing the e-learning module	ILO Staff (technical staff, project managers, specialists, CTAs...) took the self-guided distance learning course (based on demand)	HQ and Field	Staff time	Dec-20	HRD	ITC-ILO/Green Jobs Unit/DCOMM
Further promote GJ Certification Programme			Number of staff trained	Based on demand	HQ and external offices				ITCILO, Green Jobs	HRD
13.4.2. Capacity building programmes on just transition to environmental sustainability, green jobs and related topics developed and implemented		Managing a just transition course	1 course promoted and implemented	20 participants, including ILO staff	Global			Jun-20	ITCILO	Green Jobs
		Design training course Green jobs learning forum with sectoral tracks on green jobs in renewable energy, waste, construction and the rural economy in coordination with relevant departments and units	1 new training course designed, promoted and rolled out by Nov 2020	1 training course	Global			Dec-20	ITCILO	Green Jobs
		Design training course Fostering green business growth on policy strategies and tools for promoting green businesses	1 new training course designed, promoted and rolled out by September 2020	1 training course	Global			Sep-20	ITCILO	Green Jobs
	Design and roll-out of online learning package on future of work in the rural economy , with content modules, one of which should be on rural economy and green jobs	1 online EN platform with content modules developed	to be confirmed with SECTOR; tentatively: by end of 2020 pilot product should be available	Global	TBC		2020-21	SECTOR, ITCILO	Green jobs and rural dev specialists at HQ and in the field	
14. ILO work on environmental sustainability is communicated to ILO constituents, donors and	14.1. External audiences informed about ILO work on environmental sustainability broadly	14.1.1. External communication content designed to inform audiences about ILO work on environmental sustainability and a just transition	Content published on the ILO public website	Number of content items published	At least 5 content items in 2020-21			Dec-21	DCOMM	
			Content published on social media channels	Number of related social media posts	At least 10 posts in 2020-21			Dec-21	DCOMM	