



ILO's contribution to the objectives of the Green Climate Fund

Enhancing action on climate change through a just transition and the creation of decent work

April 2017

Executive summary

The ILO played an active role in the process leading to the adoption of the Paris Agreement on climate change. It is indispensable for its successful implementation. The ILO's unique tripartite constituency made of Governments and representatives of employers' and workers' organizations brings together central actors in the real economy upon which actions to mitigate and adapt to climate change depend.

In order to transform our energy systems, buildings, industry, transportation and agriculture towards low-carbon and climate-resilient pathways, a capable workforce with the right skills is necessary. Without a massive scaling up of the number of solar technicians, energy auditors, reskilling of workers in agriculture, industry, and construction, the current and growing skills shortages could hamper the rapid deployment of new technologies to mitigate and adapt to climate change.

Similarly, enterprises will have to spearhead innovation that delivers greener products and services, improve business processes towards greater energy and material efficiency, and scale-up investments. A significant growth in micro, small and medium-sized enterprises, is required to bring renewable energy services to rural communities where it is most needed. In addition to enabling national climate action, rapid entrepreneurship development in areas of mitigation and adaptation will generate employment co-benefits and contribute to poverty reduction.

Climate change affects mostly the poor and already highly vulnerable countries and communities around the world. Risks of crop failure and the destruction of infrastructure and productive assets in agriculture, industry, and tourism demand a rapid expansion of social protection systems taking into account climate change factors. It is essential that national programmes of adaptation imbed mechanisms of insurance, income guarantees, and emergency employment programmes to enhance resilience and protect the livelihoods for communities, including indigenous and tribal peoples.

A transition towards a low-carbon economy will cause shifts in the volume, composition and quality of employment across sectors and affect the level and distribution of income. There will be winners as well as losers. In the absence of social policies that go hand-in-hand with climate change policies, there would be constraints to the realisation of commitments outlined in nationally determined contributions.

Achieving transformational change across economies and societies will be impossible in the absence of an active engagement of governments, workers and employers, through effective social dialogue. Social dialogue allowing governments, employers' and workers' organizations to engage collectively in the formulation of climate response measures can facilitate their implementation.

For all these reasons, the Paris Agreement highlights as part of global action on climate change, *“the imperatives of a just transition of the workforce and the creation of decent work and quality jobs in accordance with nationally defined development priorities”*. The ILO is in a unique position to contribute to the goals of the Green Climate Fund (GCF) and to support global action on climate change by leveraging its expertise in a range of areas of relevance to mitigation and adaptation and its distinctive feature as a tripartite organization of the United Nations.

This is a value proposition that the world of work, through the ILO, has a central role to play to enable and support a rapid and effective implementation of the Paris Agreement on climate change. It can fulfil that role as an accredited entity to the GCF, working with National Designated Authorities (NDAs), GCF Board Members, other accredited entities and stakeholders. The ILO brings with it a long-standing experience in the design and management of programmes and projects of all size, across its 187 member States with a portfolio of nearly a billion dollar programme and budget.

1. Introduction

The purpose of this document is to provide insight into the contributions the ILO is making towards climate change action, targeting the GCF stakeholders, including National Designated Authorities (NDAs), GCF Board Members, Accredited Entities and Project Managers, as well as the GCF Secretariat. It informs how ILO programmes address climate change from an employment perspective.

Established in 1919, the ILO is the only tripartite U.N. agency that brings together governments, employers and workers representatives of 187 member States, to set labour standards, develop policies and implement programmes promoting social justice and decent work for all people. The strong convening power and the unique tripartite structure of the ILO gives an equal voice to workers, employers and governments to ensure that the views of the actors of the world of work shape policies and programmes. As such, the ILO has the unique value to engage its social partners and government and promote a socially just approach to solve environmental problems and address unemployment in parallel.

Climate change has too long been seen as solely an environmental issue, whereas it is also a very significant economic and social problem, which ILO's mandate of promoting social justice can help to address. Those who are being most affected by climate change are usually those that are already the most vulnerable and poor that do not have the means to adapt to these changes. As such, the ILO will contribute to the GCF in meeting its ambitious paradigm shift objective to achieve low emissions development and increased resilience to climate change. Below, we outline the key themes that form part of ILO's climate change / sustainable development agenda and potential contributions to the GCF and implementation of Nationally Determined Contributions (NDCs) and the Paris Agreement.

Climate change, environmental policies and natural resources use affect employment outcomes directly and indirectly. Increasingly, sustainability of jobs and the environment are intricately linked. For years now, the ILO has been mainstreaming environment and climate change into its programmes and relevant policies and strategies, which will significantly contribute to the implementation of the Paris Climate Agreement, whilst also contributing to achieving social justice.

Signatories of the Paris Agreement on climate change have recognize the intrinsic relationship between climate change and employment policies. The Paris agreement specifically refers to *“the imperatives of a just transition of the workforce and the creation of decent work and quality jobs in accordance with nationally defined development priorities.”*

Through an accreditation to the GCF, but also a broader engagement with the GCF Secretariat and partners, the ILO can build on existing projects and programmes and scale up existing work concerning the promotion of employment-intensive investment programmes and sustainable enterprises, notably small and medium-sized enterprises (SMEs) as per the International Labour Conference (ILC) conclusion concerning the promotion of sustainable enterprises in 2007¹ and the employment policies for social justice and a fair globalization in 2010². The ILO is indeed uniquely placed to contribute because it is at workplaces that the social, economic and environmental dimensions come together inseparably.

¹ ILC 2007: Conclusions concerning the promotion of sustainable enterprises

² http://ilo.org/ilc/ILCSessions/99thSession/reports/WCMS_126682/lang--en/index.htm

2. Mitigation of climate change through skills building and upgrading, training, education, and entrepreneurship development

Existing ILO projects go to the core of the implementation of the UNFCCC through their emphasis on capacity building, technology development and transfer and finance. Training, education and skills development concerning energy efficiency, renewable energy, infrastructure, forestry and agriculture are increasingly in demand in the labour market and relevant to climate mitigation and adaptation. The ILO's work on labour migration supports the regularization of well-managed labour mobility pathways that provide an important source of remittances, knowledge, skills and investment in climate vulnerable regions.

Bridging skills gaps and shortages to enable climate action

The shortage and inadequacy of skills are acting as major barriers to advance climate change mitigation in key sectors such as energy, buildings, manufacturing and agriculture. As a response many countries are actively working on the identification of new skill needs linked to green sectors, upgrading skills and technical qualifications in existing occupations, and are developing specific skills provision plans to anticipate needs for the future. A number of approaches, intervention models and successful practices exist that can be scaled up, replicated or simply learned from.

Solar technicians for rural energy access in Bangladesh: In Bangladesh, a [programme on solar home system and entrepreneur skills training](#) supported (1) the institutionalisation of training curricula (assembling, installation and maintenance) in the National Technical and Vocational Qualification Framework; (2) the provision of sustainable employment opportunities by linking trainees with renewable energy service providers (27 additional service providers) for job placements as solar technicians; and (3) the promotion of solar entrepreneurship by providing skills for entrepreneurs and access to finance, including targeted training for youth and women.

Greening TVETs in Central America and the Dominican Republic: The ILO has been providing technical support to the regional network of technical and vocational education and training (TVET) institutions in Central America and the Dominican Republic, within the framework of the [FOIL project](#). To date learning standards and curricula for eight green occupations have been developed and included into the vocational training portfolio of all countries. In response to a growing market demand, 8,000 workers were provided with technical vocational training for skills in solid waste management, water treatment and the implementation of environmental management systems in businesses in Costa Rica.

In addition to specific programmes, the ILO has a range of normative instruments of relevance in this area. Existing international labour Conventions and Recommendations of direct relevance are in particular the [Employment Service Convention and Recommendation, \(1948\)](#), the [Human Resources Development Recommendation, \(2004\)](#), and the [Discrimination \(Employment and Occupation\) Convention and Recommendation, \(1958\)](#). For example, the [Paid Educational Leave Convention, 1974 \(Nº.140\)](#) provides a legal framework for time off during working hours, with adequate financial entitlements. Article 3 of the Convention says that the national policy on this shall be geared “to the acquisition, improvement and adaptation of occupational and functional skills, and the promotion of employment and job security in conditions of scientific and technological development and economic and structural change”, not only for the general “human, social and cultural advancement of workers”, but also “the promotion of appropriate continuing education and training, helping workers to adjust to contemporary requirements.”

The following tools, guidelines and policy advice resources are available to support climate action:

- [Meeting skills needs for green jobs: Policy Recommendations](#)
- [Greening the economies of Least Developed Countries: The role of skills and training](#)
- [Promoting occupational health and safety in the building construction sector in Zambia](#)
- [Local investments for climate change adaptation: Green jobs through green works](#)

Creating enterprises to deploy climate solutions at scale

Enterprises of all sizes and forms are critical agents to deploy climate solutions that are needed across economic sectors. Small and medium sized enterprises (SMEs) account for the majority of enterprises and employment in the world. A recent study estimates that the demand for clean tech products and services of SMEs in developing countries alone will be US\$ 1.6 trillion in the next ten years³. Environmental considerations are becoming increasingly important to SMEs, including through innovations and opportunities emerging in the energy efficiency and renewable energy sectors, as well as the benefits to SMEs of putting in place their own energy efficiency measures to save costs.

Through the Green Jobs Programme, the ILO is building the capacity of SMEs involved in construction, distribution and installations of solar power. For example, technical training and education of workers can support solar businesses to start-up and grow while linking them to multinational companies. These interventions also comprise the facilitation of access to finance, provision of risk guarantee and financial instruments, and provision of grants, thereby contributing to sustainable job creation and green growth.

The ILO recommends that business environments are enabled through: policies promoting environmental sustainability, a green economy and green growth as well as green investment funds and credit lines; that green business practices are promoted in SMEs, for example through training and advisory services on green standards and certification schemes; innovation and market development including to use value chain interventions to introduce and promote the adoption of new green products or production processes⁴; and green technology start-ups promoting new green products and business models⁵.

A number of approaches, intervention models and successful practices exist that can be scaled up, replicated or simply learned from.

Enterprises for green construction in Zambia: In Zambia, under the [One-UN Zambia Green Jobs Programme](#), the “Start and Improve Your Green Construction Business” (SIYGCB) is being rolled out to support emerging and established entrepreneurs engage in the green building construction sector. The 13 modules of the SIYGCB programme are tailor-made



Image 1 Skills and entrepreneurship in Zambia

³ World Bank, InfoDev: Building competitive green industries: The climate and clean technology opportunity for developing countries (Washington, DC, 2014)

⁴ Some good examples are the Africa Biogas Partnership Programme supported by the Netherlands, and the One UN project on promoting green jobs in the building construction sector, led by the ILO and supported by Finland

⁵ Small and medium-sized enterprises and decent and productive employment creation, Report IV, International Labour conference, 104th Session, 2015

for the whole spectrum of entrepreneurs: from start-ups, to emerging and established entrepreneurs. They cover topics such as business management basics, tendering, pricing and costing, complying with legal requirements, marketing, management of resources and business support structures, but always from the perspective of a green construction business, or entrepreneurs wishing to gradually green their products and services. The programme aims to create 5,000 new green jobs by 2017.

Green entrepreneurship for job creation in East Africa: This [intervention model](#) under the Youth Entrepreneurship Facility, a partnership among the Africa Commission, the Youth Employment Network and the ILO in Kenya, Tanzania and Uganda, promoted the development of green entrepreneurship in untapped markets for green products, such as solar photovoltaic, locally recycled water irons, eco-tourism and carbon credit trading, targeting young women and men and helping address youth unemployment challenges.

The ILO has capacity to scale up these programmes which could achieve transformative change in at least 20 countries, aligning with country priorities on private sector development and NDCs, reflecting the priorities and objectives of the GCF, including its private sector facility.

- [Start Your Waste Recycling Business – Business Manual](#)
- [Start Your Waste Recycling Business – Trainers Guide](#)
- [The Start and Improve Your Green Construction Business Training](#)
- [Providing clean energy and energy access through cooperatives](#)
- [Job creation and MSME development through business linkages in the building sector](#)

3. Adaptation to climate change through social protection, resilience, public employment programmes, micro-insurance

Adaptation efforts imply a range of policy interventions including social protection and public employment programmes; micro-finance and micro-insurance; skills development; local markets and enterprise development, all of which should build on strong and effective social dialogue. In particular, reducing the risk of displacement should be a key policy priority. Both natural disasters and slow-onset impacts such as sea level rise and diversification create risks that need to be managed through proactive planning and research on potential destination areas that can provide decent work avenues – whether for some household members (as an income diversification strategy) or whole communities.

The ILO is also committed on the subject of engaging with indigenous peoples through its [Indigenous and Tribal Peoples](#) Convention N° 169 (1989), the only internationally binding treaty and may become the only international body with a specific legal mandate concerning indigenous peoples, which provides an important value added concerning REDD+ implementation as well as the provisions in the Paris Agreement Preamble related to Human Rights and the increasing emphasis on rights based approaches to climate actions.

Climate Resilient Infrastructure and Green Jobs

Infrastructure is a key catalyst for local economic growth and social development and, through income distribution, helps to sustain the continued improvement in the quality of life of the world's 3 billion poor who live on less than US\$ 2 per day. Infrastructure also plays an important role in creating a favourable investment climate for the private sector. This leads to employment creation, improvements in productivity and thereby contributing to poverty alleviation. Because of the effects of climate change,

leading for example to more natural disasters like droughts and floods, it is of critical importance that investments in infrastructure are resilient to these climate change effects.

Over the years infrastructure has remained the largest component of public investment programmes in developing countries. Nearly half of the international financial institutions' project lending to developing countries goes to infrastructure. To sustain growth, OECD estimates that developing countries have to invest over US\$ 700 billion a year in infrastructure in the coming decade to sustain growth rates. Adapting the design of infrastructure works to ensure that it is resilient to the effects of climate change is crucial.

Another factor is the positive impact of well-designed and climate resilient infrastructure on the environment. This is referred to as the infrastructure – environment nexus. As poverty is an important source of increases in environmental degradation by poor people, thereby compromising their own future, addressing poverty is a crucial factor in addressing climate issues. Providing decent and sustainable employment opportunities for the world's 1.3 billion working poor through EIIP approaches is thus critical in addressing causes and effects of climate change. Compared to equipment-based approaches, policies and strategies that focus on employment-intensive investments in infrastructure in developing countries that use appropriate Local Resource Based (LRB) approaches and technologies have numerous advantages such as low environmental impacts; optimum use of renewable human and material resources; more and better job opportunities; increased household incomes; and increased spin-off and multiplier effects on the local economy (e.g. in the construction sector).

When reviewing EIIP's approaches in the context of addressing climate change issues, it is clear that EIIP's strategy, intervention logic and focus are very relevant, significant, and well-tuned to the challenges that the climate change pose to the world. As environmental damages are in particular increasing in the developing world, its focus on developing countries is very relevant. Many of the green job opportunities that can be realized through EIIP belong to the "low-hanging fruit", i.e. they are based on existing technologies, have demonstrated their financial and economic viability, and have proven to create large numbers of jobs. EIIP combines environmentally "clean" and more modern labour-based technologies than what is locally available. The potentials for addressing climate change issues and poverty reduction in an integrated way through EIIP approaches are enormous.

If for only 10% of the annual water and transport infrastructure investments in developing countries EIIP approaches are being applied, some 55 million additional jobs would be created per year for the world's working poor. This would also result in an additional direct annual income transfer of some US\$ 11 billion that would benefit the world's poor

Green works to help communities to adapt to changing climates

For over 40 years, EIIP has promoted the use of local resources and employment-intensive appropriate technologies, contributing to the creation of local employment and income security, supporting small contractors and strengthening the capacity of relevant national and local institutions. The EIIP approaches which combine local participation in planning with the use of locally available skills, appropriate technology, materials and work methods has proven to be an inclusive, effective and economically viable approach to infrastructure works and job creation in many countries and in some cases, even extending social protection. EIIP has worked in over sixty countries on all continents but mostly low and middle-income countries in Asia, Africa and Latin America. In many of these countries, EIIP has remained active over a prolonged period often progressing from emergency response to sustainable development. Many of the environmental approaches which were used already in the

1980's-90's are also developed as “green works” with additional benefits (income, skills, organizational capacity) for communities while mitigating and / or adapting to changing local climates.

Green Works include a range of different infrastructure and environmental activities, including:

- Irrigation and water and land resource management in rural areas to address the variability and intensity of water supply and to improve the quality of land.
- Flood control and drainage both in rural and urban areas to deal with more and more intense rainfall, increased water volumes and increased flooding (risks/ frequencies)
- Rural transport improvement and maintenance to ensure that transport networks can withstand the increased level of rainfall and flooding.
- Reforestation and introducing new livelihood opportunities through tree planting and maintenance, tree nurseries and community forest management (providing income from firewood, fodder trees, fruit trees, wood).



Image 2 Youth Employment for Sustainable Development project in Kenya

EIIP ensures that Green Works reach the most vulnerable people. EIIP has recently worked on Green Works in the Pacific (youth contracting for climate change adaptation), Indonesia (developing Green Works strategies in the context of REDD+), Philippines (introducing Green Works in the aftermath of a series of typhoons), Jordan (Green Works to offer employment opportunities to Syrian refugees and their host communities) and Tunisia (Green Works building irrigation systems to support the development of disadvantaged areas to stimulate local economic activity) to mention a few.

The following are intervention models and solutions that have been applied in various countries:

Employment-focused responses to climate disasters in the Philippines: After the Typhoon Haiyan tore the Philippines in 2014, the ILO worked with the Department of Labour and Employment of the Philippines to put in place [emergency employment programmes](#). This brought about immediate income and guaranteed minimum wage, social protection and safety and health to thousands of workers who had lost their livelihoods, while also ensuring better opportunities for communities in the longer term.

Disaster Risk Reduction in Fiji: Very often labour migration or relocation becomes a necessity as the risks posed by climate change become more prevalent. In Fiji, the [ILO's Cash for Work programme](#) brought together government, communities and volunteers to help villagers threatened by climate change. The challenge: to move an entire village to higher ground.

Social protection for climate change adaptation

Climate change is currently impacting and will impact the poor and most vulnerable the greatest. Some 319 million working women and men still live on less than US\$ 1.25 per day⁶. Linked to poverty is the issue of social protection, available on an adequate basis to only 27 per cent of the world's population. The ambition to provide a floor of minimum social protection for everyone has gained wide support internationally and levels of social protection are increasing; however, there remains much progress before that ambition is realized. Moreover, many mature systems of protection are confronted with challenges of sustainability and adaptation. The ILO is supporting the development of social protection floors, including public employment programmes (PEP), based on country needs in 21 countries.

The Just Transition Guidelines provide that governments should promote and establish adequate social protection systems providing healthcare, income security and social services, with a view to increasing resilience and safeguarding populations against the impacts of economic and environmental vulnerabilities. It calls on the need to integrate social protection into policy measures and responses that address environmental impacts and the challenges of the transition for those likely to be negatively affected, in particular workers largely dependent on natural resources. For instance, to promote innovative social protection mechanisms that contribute to offsetting the impacts of climate change and to make use of employment guarantee schemes and public works through PEPs that also enhance resilience to climate change, rehabilitate natural resources and create new productive and sustainable assets; they provide for the integration of adequate social protection measures, as appropriate, into national responses to climate change, and to facilitate discussions on displacement⁷, including those due to the transition to environmentally sustainable economies and climate change impacts.

The ILO can support member States to use social protection to address climate change and use evidence-based guidance to make social protection accessible for groups affected by climate change and the transition to low emissions economies. This work is unique and one of the value added components that the ILO could bring to the GCF. One such innovative approach relates to fossil fuel subsidy reform to be reallocated to provide social protection for those impacted by climate change policy. Another important piece of work being undertaken by the social protection department is related to technology development to support countries to put social protection systems in place.

Climate resilience in Indonesia: Peat swamp forests (tropical moist forests) found on the island of Borneo are unique ecological systems that have grown over thousands of years and are home to many rare species. In the Central Kalimantan region of Borneo, a government initiative aims to rehabilitate and reforest the area once covered by a Mega Rice Project. In line with government efforts, the ILO's [Green Livelihood Access for Central Kalimantan's Inclusive Environmental Response to Climate Change \(GLACIER\)](#) focused on: (i) environmental infrastructure investments as a response to climate change, (ii) capacity building of communities and local authorities on sustainable livelihood creation and (iii) participatory methods for green value chain development.

⁶ ILO: World Employment and Social Outlook: Trends 2015, Geneva, 2015

⁷ In 2002, the Office of the United Nations High Commissioner for Refugees (UNHCR) estimated that 24 million people around the world became refugees because of floods, famine and other environmental factors exceeding the number of all other refugees, including those fleeing from armed conflicts. According to forecasts, 150–200 million people may become permanently displaced by the middle of the century owing to rising sea levels, heavier floods and more intense droughts

Migration planning to ensure decent work in the Pacific: Climate change carries profound risks of displacement in small island countries, and in atoll countries is likely to result in whole countries being made uninhabitable. The ILO, in partnership with ESCAP and UNDP, is working on a [project](#) to assist the countries of Kiribati, Tuvalu and Nauru to plan for decent migration, including through expanding opportunities for workers to participate in well-managed, rights-based migration schemes. Such migration opportunities also create benefits for destination countries such as Australia and New Zealand that are experiencing labour shortages.

Insurance and micro-finance against climate risks

The role of financial institutions will be critical. The ILO has been working with financial institutions around the world, including entities accredited to the GCF, such as AfDB, AFD, ADB, GIZ, EIB, KfW, Deutsche Bank, World Bank and others, providing technical advisory and due diligence in relation to adaptation, infrastructure, food and agriculture projects, including the assessment of social and environmental criteria. The ILO has been working closely with the IFC and others on providing inputs to their environmental and social safeguards over the years.

The ILO's social finance work includes an insurance focus with climate links, particularly in relation to agriculture and disaster relief. The insurance / re-insurance focus, which also includes a training component, is on risk prevention, savings and credit for low-income households / small enterprises as those in most need. Through this area of work the Organization considers that an industry wide / portfolio approach would have the preferred transformational impact, rather than a focus on individuals.

Micro-insurance against climatic risks in the Philippines: Micro-insurance has proven to offer a powerful instrument for allowing farmers to cope with the adverse consequences of natural disasters as it compensates them for their financial losses and helps secure their livelihoods. The ILO-led [Climate Change Adaptation Demonstration Project](#) focusing on climate resilient farming communities through innovative risk transfer mechanisms promoted new ways of increasing farming communities' socio-economic resilience to climate change in southern Philippines. Financial safety nets were developed and applied and corn and rice farmers were assisted to diversify their livelihood base.

The following tools, guidelines and policy advice resources are available to support climate action:

- [Ergonomic Checkpoints in Agriculture](#)
- [Social protection assessment based national dialogue. A good practices guide](#)
- [Local investments for climate change adaptation: green jobs through green works](#)
- [Financing social protection](#)
- [Making insurance work for microfinance institutions: a technical guide to developing microinsurance](#)
- [Good practices database - Labour migration policies and programmes](#)
- [Towards an ILO approach to climate change adaptation](#)

4. Tripartism and social dialogue to foster consensus building for climate action

Social dialogue, including the practice of tripartism and collective bargaining, is instrumental for effective decision-making in the area of climate change. Environmental and sustainable development related policies – when discussed and implemented with the participation and agreement of social partners, the government, and civil society actors – are better informed, easier to implement, and more beneficial for workers, businesses of all sizes, and a larger proportion of the society. A widely cited

example is the tripartite round tables of social dialogue set up in Spain in 2005. They were established to tackle compliance with the commitments under the Kyoto Protocol to reduce GHG emissions while checking the impacts on competitiveness, employment and social cohesion in the most affected sectors.

The perspectives of the social partners ensure that social outcomes are taken into account and that social and labour market policies can complement environmental and economic measures. Existing forums such as the Economic, Social and Environmental Councils in many countries have been instrumental to reach agreements on large integrated policy packages. An outstanding example of an initiative driven by the social partners is the German programme for energy efficiency in buildings. In South Africa the “green economy accord” has been concluded to formalize the partnership between relevant line ministries and the social partners for the implementation of this component of the national development plan.



Image 3: Social dialogue in Chile

Tripartism and social dialogue has been a key dimension of ILO projects around the world aiming at increasing energy, water and material efficiency and therefore enabling low-carbon development to happen at the workplace level too. In the case of the [Greener Business Asia project](#), promoting employer-worker cooperation in Thailand and the Philippines resulted in important levels of CO₂ emissions reduction and improvements of working conditions. Likewise, the ILO provided support to the [Chilean forestry sector social dialogue process](#) which enabled stakeholders to

jointly identify and design concrete solutions for the sustainability of forest plantation territories.

The following tools, guidelines and policy advice resources are available to support climate action:

- [The Social Dimensions of Climate Change](#)
- [The impact of climate change on employment: transition management through social dialogue](#)
- [Industrial relations for a greener economy](#)
- [Social dialogue for sustainable development: A review of national and regional participatory experiences](#)

International labour standards and resolutions relevant to a just transition framework

International labour standards offer a robust framework for addressing the challenges to the world of work associated with the greening of the economy and, more broadly, with the transition towards sustainable development and poverty eradication. Several international labour standards, including those covering freedom of association and the right to collective bargaining, prohibition of forced labour, child labour and non-discrimination, social dialogue, tripartite consultation, minimum wage, labour administration and inspection, employment policy, human resource development, occupational safety and health, as well as social security are important in this regard as mentioned in the [Resolution concerning sustainable development, decent work and green jobs – International Labour Conference, June 2013](#).

5. The Green Climate Fund can contribute to a just transition for all

Over the past 97 years of its history, the ILO has repeatedly demonstrated great creativity and a remarkable capacity to adapt to changing circumstances. Ever vigilant when global developments called for a forceful reminder that social progress could not be ignored, it adopted the Declaration of Philadelphia in 1944, the Declaration on Fundamental Principles and Rights at Work in 1998 and the Declaration on Social Justice for a Fair Globalization in 2008.

In November 2015, the ILO recently adopted [Guidelines for a just transition to environmental sustainable economies and societies for all](#). These Guidelines offer the ILO and its constituents a framework and practical tool to ensure that national and global efforts to tackle climate change equally advance employment creation goals, social justice and fair transitions for workers, enterprises and communities. The Guidelines were drafted by a tripartite meeting of experts nominated by the Governments of Brazil, Indonesia, Germany, Kenya, Mauritius, Turkey, South Africa and the United States, as well as equal representations from the Employers' and the Workers' Groups. Based on evidence and lessons learned from country-level policies and sector strategies geared towards environmental sustainability, greening enterprises, social inclusion through employment intensive investment programmes (EIIP) and the promotion of green jobs, the Just Transition Guidelines include:

- Policy coherence and institutional arrangements for the mainstreaming of sustainable development and ensuring stakeholder dialogue and coordination between policy fields.
- The establishment of mechanisms for social dialogue throughout policymaking processes at all levels;
- Employment-intensive macroeconomic and growth policies;
- Environmental regulations in targeted industries and sectors;
- Creating an enabling environment for sustainable and greener enterprises and employment-intensive approaches to infrastructure development with strong climate adaptations dimensions;
- Skills development to ensure adequate skills at all levels to promote the greening of economy;
- Occupational safety and health policies to protect workers from occupational hazards and risks;
- Social protection and public employment policies to enhance resilience and safeguard workers from the negative impacts of climate change, economic restructuring and resource constraints; and
- Labour market policies that actively pursue job creation, limit jobs loss and ensure that adjustments related to greening policies are well-managed;

The Guidelines recognize that a just transition for all towards an environmentally sustainable economy needs to be well managed and contribute to the goals of decent work for all, social inclusion and the eradication of poverty⁸. They provide guidance to governments on how to enable sustainable enterprise development, link with the SDGs and the Paris Climate Agreement and integration of just transition throughout government ministries and institutions. They call for the mobilisation of funding, support and assistance by international organizations, including through Decent Work Country Programmes (DWCPs) as well as through South–South Cooperation, particularly with regard to low-carbon climate-resilient agriculture, renewable energy, restoration of natural resources and reforestation activities. They call on Governments to give particular attention to unemployed workers and workers at risk of unemployment in communities and industries affected by climate change, resource degradation or structural change including those in the informal economy.

⁸ Ibid

The following tools, guidelines and policy advice resources are available to support climate action:

- [Climate Change and Labour: The Need for a “Just Transition”](#)
- [The Employment Effects of Climate Change and Climate Change Responses: A Role for International Labour Standards?](#)
- [Guidelines for the statistical definition and measurement of employment in the environmental sector](#)
- [Assessing Green Jobs Potential in Developing Countries: A Practitioner’s Guide](#)
- [Local Development and Decent Work Resource Kit](#)
- [Employment Impact Assessments of infrastructure investments and projects](#)
- [The Labour Based technology Source Book: A catalogue of key publications](#)

Partnerships and Building Capacity to Contribute to the GCF

The ILO’s engagement with the GCF can occur in several ways. The Organization already has strong partnerships with many GCF accredited entities, in particular through the Partnership for Action on Green Economy (PAGE), which is being undertaken in Peru, Brazil, China, South Africa, Senegal, Burkina Faso, Ghana, Barbados, Mauritius, Kyrgyz Republic and Mongolia. PAGE partners are UNEP, ILO, UNDP, UNIDO, and UNITAR.

The ILO has also commenced new partnerships with GCF Accredited Entities. For example, the ILO has submitted the Good Life and Wealth (GLW) programme proposal to the GFC together with UNEP, which will build on the success of the Green Jobs Programme in Zambia. The proposal is developed and supported by the Zambia NDA. The ILO has also been invited to make a proposal together with Agence Française de Développement (Afd) concerning skills and renewable energy.

A core component of the ILO’s work concerning the GCF, whether it be through other accredited entities or through its own programmes, will be capacity building. The ILO is dedicated to contributing to building the capacity of SMEs in particular those seeking direct access and NDAs. The ILO has already commenced its work to support NDAs. The Ministry of National Development and Planning and the NDA in Zambia have requested the assistance of the ILO to support the Zambian Central Statistical Office to develop a database on green industries, create a breakdown of conventional and non-conventional industries, and build capacity on the use of a statistical model on climate change. The proposed area of support to the NDA includes conducting a baseline assessment of all climate change activities in Zambia to help assess performance of all climate change interventions being undertaken by stakeholders.

Contributing to the GCF paradigm shift

In 2019, the International Labour Organization will celebrate its centenary as the world’s oldest international organization. It will also mark the culmination of seven key initiatives, the Centenary Initiatives, launched by Director-General in 2013 to enhance the effectiveness of the ILO to fulfil its social justice mandate. The Green Initiative, a central part of the centenary initiatives, recognizes the fact that social justice is dependent on a healthy planet and cannot be achieved if climate change is not addressed. Environmental sustainability is a precondition for sustainable enterprises and decent work. Social dialogue - the consensus building mechanism involving workers’ and employers’ organizations and government - is already proving to be a powerful mechanism for generating sustainability and the political will needed for broader progress.

The foundation of the ILO, the Declaration of Philadelphia (1944), sets out the principle of social justice which is rooted in the right of equal opportunity to work. This right is increasingly being challenged by the impacts of climate change and environmental degradation. For example, climate vulnerable areas suffer more frequent disruptions to livelihoods activities, resulting in complex internal and cross border movements. While mobility can serve an important adaptive function, if left unmanaged increasing competition for environmental resources causes conflict and tension. The ILO's work in labour migration supports the use of regular labour mobility pathways to boost resilience and adaptive capacity in both countries of origin and destination.

The Declaration of Philadelphia refers to the need to act to ensure that ALL workers “can have the satisfaction of giving the fullest measure of their skill and attainments and make their greatest contribution to the common wellbeing” and refers to the right to pursue “their spiritual development” as well as “their material well-being”. Embedded in the ILO's mandate is the idea that work should be an act of self-realization, imbued with the notion of personal and collective purpose. Work must certainly meet material needs, but it must also respond to an individual's quest for personal development and the instinctive desire to contribute to something larger than one's own or family's welfare

Very significant global production systems require transformation, which is a daunting and complex task. The ILO will contribute to the transformation of the global economy through the implementation of the Just Transition Policy Framework and decent work approaches that are necessary for transformational change. Expanding the knowledge base through training and education to build the capacity of the work force that will implement this transformation is essential.

The effects of climate change and resource scarcities, the uptake of low-carbon development strategies by governments and companies, and the drive to higher levels of resource efficiency, especially energy, are already having a significant impact on labour markets, enterprises, equity and social inclusion and will continue to do so. Investments made by the Green Climate Fund must more directly and explicitly take into account these impacts, ensuring that interventions contribute to a just transition and sustained livelihoods.

This work is at the heart of the ILO's mandate, across its 187 member States and tripartite constituents as actors of the world of work. The ILO is well prepared to scale up its role to ensure decent work opportunities and social inclusion in the transition to a low greenhouse gas emissions / green economy, whilst enhancing resilience and decreasing vulnerability to climate change.

“The actors in the world of work - governments, employers and workers - are agents of change, who are able to develop new ways of working that safeguard the environment for present and future generations, eradicate poverty and promote social justice by fostering sustainable enterprises and creating decent work for all”.

Guy Ryder, Director-General of the ILO.