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Institutional Section

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THIRD ITEM ON THE AGENDA

Matters arising out of the work of the 102nd Session (2013) of the International Labour Conference

Follow-up to the resolution concerning sustainable development, decent work and green jobs

Purpose of the document

The document outlines the main elements of a strategic action plan for the Office for the short, medium and long term. This plan is guided by the resolution and conclusions concerning sustainable development, decent work and green jobs adopted by the International Labour Conference at its 102nd Session.

The Governing Body is invited to provide guidance on the follow-up plan (see paragraph 33).

Relevant strategic objective: Cross-cutting.

Policy implications: The guidance of the Governing Body will inform the planning and implementation of further Office work on sustainable development, decent work and green jobs, with the long-term aim of making sustainable development a central concern in all areas of the ILO's work.

Legal implications: None.

Financial implications: Regular budget resource allocation and extra-budgetary resource mobilization for the implementation of the follow-up plan.

Follow-up action required: Integration of the guidance provided by the Governing Body in the Office-wide planning and implementation of the follow-up plan in the 2014–15 biennium and in the preparations for the subsequent strategic framework.

Author unit: ENTERPRISES and Green Jobs Programme, in close consultation with all relevant departments and units.

Related documents: Resolution concerning sustainable development, decent work and green jobs; and conclusions Achieving Decent Work, Green Jobs and Sustainable Development, *Provisional Record* No.12, 102nd International Labour Conference, 2013; GB.316/POL/3; GB.313/INS/4; GB.319/INS/3/1.

Part I. Introduction

1. At the 102nd Session (2013) of the International Labour Conference (ILC), the resolution adopting the conclusions of the Committee on Sustainable Development, Decent Work and Green Jobs invited the Governing Body to give due consideration to these conclusions in planning future work and to request the Director-General to take them into account when planning future programme and budget proposals, including in the 2014–15 biennium.
2. The conclusions set out a common vision for achieving decent work, green jobs and sustainable development. Acknowledging both the opportunities for the creation of decent work in the transition to environmentally and socially sustainable economies and the challenges they represent, the conclusions underscore the critical role of governments, employers and workers as agents of change – individually and collectively.
3. The conclusions provide guiding principles for the greening of economies, enterprises and jobs, including building strong social consensus on the goal of and pathways to sustainability; the important role of social dialogue; and respect, promotion and realization of fundamental principles and rights at work. A basic policy framework to address the challenges of ensuring a just transition for all is put forward, with specific measures in nine key areas.
4. Globally, the ILO should leverage its mandate and core values to lead in promoting the Decent Work Agenda as a critical vehicle for achieving sustainable development and poverty eradication. The distinctive contribution of the ILO lies in articulating the implications of environmental issues and policies – including those related to climate change, natural resource management and energy – for the labour market and for social protection. Environmental concerns should also be more strongly reflected in the Decent Work Agenda itself, thus leveraging its contribution to the achievement of integrated sustainable development.
5. To give effect to the vision and principles in the conclusions, the Organization should progressively make sustainable development a cross-cutting issue in all areas of its work. The strategic action plan presented in this paper contains the main building blocks of a results-oriented strategy to transform the agreed vision into measurable outcomes at both country and global levels.
6. It is also envisaged that the action plan would be the main vehicle for the implementation of the green initiative, one of the seven centenary initiatives proposed in the Report of the Director-General to the 102nd Session of the ILC, the follow-up to which is presented in GB.319/INS/3/1. At that session, many delegates voiced their support in principle for the notion of making the decent work dimension of the ongoing transformation of societies into low-carbon, resource-efficient and climate-resilient ones a key feature of the ILO's future work. It may also be expected to be a major theme in engagement with the private sector and with the United Nations system, the aim being to forge strategic alliances and innovative partnerships that will advance a common global agenda on decent work for sustainable development.

Part II. Strategic action plan

Objectives

7. The overall aim of the proposed strategic action plan is to define the scope and modalities of the Office's overall contribution to efforts by member States to achieve the goals of decent work, green jobs and sustainable development, in accordance with the vision agreed by the ILC at its 102nd Session (2013). The action plan's specific objective is to strengthen the capacity of governments, employers and workers to act as key agents of change in the advancement of sustainable development and the eradication of poverty.
8. The action plan provides short-, medium- and long-term perspectives, and identifies key Office-wide deliverables and milestones for work.¹ It is structured according to the four means of action contained in the conclusions.

Short term (2014–15)

9. The action plan is expected to have achieved the following results by 2015: (i) an internationally recognized knowledge base in a user-friendly format; (ii) a growing range of validated policy guidelines, including on definition and measurement, as well as the implementation tools used by constituents to achieve their goals; and (iii) a doubling of the number of DWCPs addressing sustainable development. In addition, (iv) the next ILO strategic framework subject to the Governing Body's guidance would need to reflect the implications for the world of work of the gradual transition towards low-carbon, resource-efficient and climate-resilient societies, and to give direction on how to link sustainable development principles with relevant strategic ILO outcomes at global and country levels.

(i) Research and knowledge development, management and dissemination

10. Knowledge generation would focus on expanding the knowledge base on the role of the world of work in promoting sustainable development. This would include draft guidelines for a statistical definition and measurement of green jobs to be considered for adoption by the 19th International Conference of Labour Statisticians (Geneva, October 2013). Conceptual and practical guidelines on measuring green jobs would facilitate demand-led country assessments on the impact of greening the economy on job creation, job transition and the quality of work. Taken together, the work on statistics and country assessments would strengthen the Office's capacity to assist evidence-based social dialogue, provide sound policy advice and generate practical approaches and tools for strategy implementation.
11. Growing experience with country initiatives would also help build evidence of the relevance and practical application of the provisions in international labour standards to a job-rich, equitable and environmentally sustainable economy. Work would include an in-depth review of the evidence, which would be published in user-friendly form for wide dissemination. The analysis would also address possible shortcomings and gaps in the existing framework. In line with paragraph 24 of the Conference's conclusions, it is

¹ The action plan is built on contributions from relevant departments and units, all reflected in the main outcomes.

proposed that the Office convene a Meeting of Experts² to be held in 2015, to discuss the review and to provide expert analysis of issues relating to the greening of economies, green jobs and a just transition for all.

12. Major efforts would also be made to improve understanding of the various employment challenges and opportunities in the transition to environmentally sustainable economies across sectors, countries and regions. A review is planned of concepts, strategies and examples of just transition policies and measures (in collaboration with the social partners). It would include skills development, public employment schemes, enterprise promotion and social protection, among others, to inform future guidance by the Office and to identify research needs on the topic.
13. In addition, evidence would be sought on the impact on employment and productivity in micro, small and medium-sized enterprises (MSMEs) resulting from the adoption of greener and cleaner production practices; and on ways of accessing new green markets. This knowledge would be used to provide better guidance to enterprises, employers' and workers' organizations aiming to green production processes and value chains.

(ii) Engagement at global and regional levels

14. At the global level, the Office would assist in the formulation of sustainable development goals and appropriate targets and indicators. In parallel, the Office would step up its contribution to the global climate change policy processes both within the UN Framework Convention on Climate Change (UNFCCC) and the UN "delivering as one on climate change". Analytical research, advocacy and engagement at the highest level of the Organization would ensure that decent work concerns and a just transition for all are well reflected in the policies for climate change mitigation and adaptation.
15. The Office would continue to promote ILO objectives through relevant contributions to leading global knowledge networks and inter-agency partnerships. These include: the Green Growth Knowledge Platform (launched by UNEP, OECD, World Bank and the Global Green Growth Institute), the UN inter-agency coordination group on the 10-Year Framework of Programmes on Sustainable Consumption and Production Patterns, the UN system-wide follow-up to Rio +20, and the Africa Regional Flagship Programmes for the implementation of the outcomes of Rio +20.

(iii) Country-level action

16. Emphasis would be given to engaging with constituents interested in addressing sustainable development as part of their DWCPs. Currently about 20 member States have included green jobs in Country Programme Outcomes (CPOs). A large and growing number of countries have requested technical assistance on related issues. In order to respond, the Office has recently entered into a major partnership with UNEP, UNIDO and UNITAR, coordinated with UN country teams, to provide support and capacity building for national policy formulation and implementation on the green economy, as a follow-up to Rio +20. A multi-donor trust fund set up for this UN partnership could become an important vehicle with which to expand ILO technical support while ensuring coherence within the UN system.

² Each of the tripartite groups nominates experts for the meeting. See Annex VIII, Compendium of Rules applicable to the Governing Body (2010).

(iv) Capacity building

17. In order to enhance constituents' capacity to be key agents of change, major efforts would be made to extend training and networking. The ITC-Turin would expand its role in training and capacity building at global and national levels. A new platform with e-learning facilities is expected to greatly increase outreach and effectiveness. Dedicated programmes would also be set up for workers' organizations and employers' organizations, thus strengthening their capacity to engage in policy dialogue.
18. The Rio +20 outcome document and the conclusions of the Conference in its 102nd Session highlight the crucial role of enterprises in advancing the goals of environmental sustainability, productive employment, decent work and inclusive growth. It is therefore essential for the ILO to engage in constructive dialogue and partnership building. In conjunction with the Office's efforts to develop a new engagement strategy with private enterprises, further work would be undertaken to support enterprises integrating environmental sustainability concerns into their operations, workplace practices and market development.³ This work would also strengthen the service capacity of representative national and international organizations of workers and employers.

Medium term (2016–19)

19. By 2019, full mainstreaming of sustainable development is expected in all the Organization's strategic objectives and in most ILO country support frameworks.

(i) Research and knowledge development, management and dissemination

20. The research and countries' acquired experience would create a growing knowledge base, making the ILO a recognized international centre of excellence. This could be consolidated into a dedicated global research programme (possibly with UNEP), collecting, analysing and disseminating relevant statistics and research, and publishing a regular report on the state of green jobs.

(ii) Engagement at global and regional level

21. The ILO is called upon to play a role in the post-2015 implementation of internationally agreed development frameworks and a possible new climate change agreement. This would focus on reflecting the principles and the framework adopted by the ILC in global and regional policies, which in turn would shape national agendas and the financial instruments to support them, for example, on adaptation to climate change.

(iii) Country-level action

22. Building on work with employment, skills and enterprise policies for green jobs, the development and testing of policy tools would be expanded to all areas of the ILO's competence. This would include sector strategies (building, agriculture, waste management, among others) and social protection floors, particularly for populations affected by environmental degradation or resource scarcity. The outcomes of the Meeting of Experts proposed to take place in 2015 would be used to promote the effective application of relevant international labour standards in the structural transformation

³ The ILO's Greener Business Asia programme is an example of these efforts.

process. Related policy guidelines and tools for implementation strategies would enable the Office to expand its range of services to more countries, offering a standing advisory service to help assess the impact of greening on employment, social inclusion and equality.

(iv) Capacity building

23. Mainstreaming of sustainable development in an additional 25 DWCPs would be supported through capacity building and the dissemination of good practices, peer review and global knowledge-sharing. The ITC-Turin would continue to play a lead role in this effort, in collaboration with relevant international partners and initiatives.
24. Tools and guidance for expanded staff development support would be developed, in order to better equip the entire ILO field structure with tools and competencies with which to respond to constituents' demands. Mainstreaming would be pursued by linking sustainable development concerns with the distinct fields of technical specialists, thus strengthening the Office's capacity for integrated service delivery.

Long term (2020+)

25. The intended long-term result is for sustainable development to be applied as a cross-cutting priority of the Organization, informing its promotion of the strategic objectives for decent work and its operational programming.
26. It is not possible to predict in this paper the extent to which the opportunities and challenges of decent work, poverty eradication, sustainable development and green jobs, and the causal links between them, will have evolved by the end of 2019. Still, it is safe to argue that in the ILO's second century these challenges will have become even stronger drivers of its agenda. As far as the long term is concerned, the action plan would have to be adapted to new trends and changing circumstances, as well as to achievements and lessons concerning the effectiveness and relevance of the short- and medium-term strategies proposed.
27. With sustainable development established as one of its cross-cutting priorities, all the Organization's strategic objectives and outcomes would take it into account. ILO support for country action would abide by agreed sustainable development principles and could include indicators to measure how much that support is consistent with them. Within the UN system, the ILO would play an effective role as the recognized agency from which to source expertise on the social dimension of sustainable development.
28. Table 1 summarizes the short-, medium- and long-term plans and suggests a possible strategic perspective.

Table 1. Tentative strategic framework for achieving decent work, green jobs and sustainable development

Period	2014–15	2016–19	2020+
Goal	Building knowledge, creating capacity and proving the relevance of the world of work in promoting sustainable development	Mainstreaming sustainable development in ILO strategic objectives and DWCPs	Applying sustainable development as a cross-cutting priority for the Organization
Deliverables	<ul style="list-style-type: none"> (i) User-friendly knowledge platform (ii) Green jobs country assessments (iii) Published policy guidelines and implementation tools for country support (iv) Capacity-building programmes for constituents and ILO staff (v) Guidelines for integrating sustainable development in DWCPs and CPOs (vi) Contribution to linking decent work and sustainable development in post-2015 agenda (vii) Contribution to future ILO strategic objectives 	<ul style="list-style-type: none"> (i) Comprehensive ILO research agenda on sustainable development (ii) ILO policies and tools incorporating sustainable development (iii) Global peer reviews and South–South support among constituents (iv) Field-based support to DWCPs for linking to sustainable development (v) Contribution to measuring progress on agreed post-2015 goals and targets 	<ul style="list-style-type: none"> (i) Proposed strategic framework on sustainable development (ii) Recognized centre of excellence (iii) Established technical support to implement sustainable development strategies for decent work
Key indicators	<ul style="list-style-type: none"> ■ Constituents and international organizations use ILO knowledge and products on sustainable development for policy-making and implementation [Target: +20 per cent] ■ Share of RB and XBTC resources allocated to sustainable development [Target: +10 per cent] 	<ul style="list-style-type: none"> ■ Number of DWCPs and CPOs explicitly including sustainable development in goals and strategy [Target: 50 DWCPs] ■ Share of RB and XBTC resources allocated to sustainable development [Target: +20 per cent] 	<ul style="list-style-type: none"> ■ Sustainable development as a cross-cutting priority informing promotion of the strategic objectives of decent work and the ILO programmes ■ Frequency of use and user rating of ILO information ■ Frequency of use and user rating of ILO advisory services

Part III. Implementation arrangement, partnership building and resource mobilization strategy

29. A number of important initiatives and activities related to sustainable development are already in place in the ILO. Of these, the Office-wide Green Jobs Programme, established and endorsed by the Governing Body in 2008, provides a steadily expanding knowledge base and a growing pool of relevant ILO expertise. The action plan would therefore build on the work and lessons of the Green Jobs Programme, continuing to adopt its cross-cutting approach and working through a network of specialists at headquarters and in the field, including the ITC-Turin. Operating as a central node in the network, the Green Jobs Unit would continue to encourage the pooling of human and financial resources in teams, composed of staff from relevant technical units in all sectors and supported by funding from regular budget and extra-budgetary sources.

30. The Office would continue to seek a firmer operational alignment of the deliverables under the Green Jobs Programme with relevant strategic outcomes and selected areas of critical importance, including by making links with relevant budgets and allocating resources from the regular budget. In future programme and budgets the Office would consider the expansion of the ILO's capacity in green jobs in staffing and resources, to allow it to work effectively towards ensuring that sustainable development becomes a cross-cutting issue in the ILO. This might include the additional posting of a green jobs specialist in each region (following the example of the ILO Regional Office for Asia and the Pacific) and one capacity-building specialist at the ITC-Turin, to ensure effective coordination and mainstreaming of sustainable development, decent work and green jobs in country programming.
31. Within the ILO, and as part of the preparatory process for the Organization's strategic framework beyond 2015, efforts would be made to formulate outcomes and indicators to reflect sustainable development better. This effort would be rooted in engagement with constituents at country level in DWCPs to raise awareness and to discuss, through social dialogue, the intricate links between environmental sustainability and social and economic development.
32. New efforts would be made, in collaboration with PARDEV, to map and engage with technical cooperation projects that could advance the objectives of the action plan. Targeted proposals would be made for additional resources in the context of agreed programmes and budgets. The Office would work to strengthen existing partnerships and to forge new ones with agencies in the UN system, in particular through the Partnership for Action on Green Economy (PAGE), as well as with organizations at regional level and possibly with private sector organizations, to achieve the intended results outlined in the action plan.

Draft decision

33. *Subject to any guidance decided in its discussion of the strategic action plan on sustainable development, decent work and green jobs, the Governing Body requests the Director-General to:*
 - (a) *take full account of the 2013 ILC conclusions on sustainable development, decent work and green jobs when implementing the Programme and Budget for 2014–15 and when preparing the subsequent strategic policy framework, including through the allocation of the required resources to ensure the effective implementation of the strategic action plan;*
 - (b) *convene a meeting of experts in the course of 2015 to give expert guidance on issues related to the greening of economies, green jobs and a just transition for all, as suggested in paragraph 24 of the ILC conclusions; and*
 - (c) *pursue the implementation of a green initiative through the action, set out in this document, to give effect to the resolution concerning sustainable development, green jobs and decent work and any further guidance decided by the Governing Body.*