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FOR INFORMATION

Report of the Meeting of Experts on Sustainable Development, Decent Work and Green Jobs (Geneva, 5–9 October 2015)

Summary: The document provides information on the Meeting of Experts on Sustainable Development, Decent Work and Green Jobs that took place in Geneva from 5 to 9 October 2015. It contains the final report of the meeting in the appendix.

Author unit: Enterprises Department (ENTERPRISES).

Related documents: MESDDW/2015, GB.320/INS/3/2, GB.325/POL/3.

1. At its 321st Session (June 2014), the Governing Body of the ILO decided to hold a tripartite meeting of experts in 2015 as a follow-up to the conclusions of the 102nd Session (2013) of the International Labour Conference (ILC) concerning sustainable development, decent work and green jobs, putting forward a policy framework for a just transition.¹
2. The main purpose of the Meeting was to adopt policy guidelines on a just transition towards environmentally sustainable economies and societies for all. The Meeting also considered what possible follow up could be given to the guidelines in terms of their dissemination, promotion and practical use by constituents at the country level.
3. The Office had established a background report summarizing the experience gained through country policies and sectoral strategies to achieve environmental sustainability, the greening of enterprises, social inclusion and the promotion of green jobs. The report contained draft guidelines for each of the policy areas of the just transition framework.
4. The Meeting was held from 5 to 9 October 2015 at the ILO in Geneva and was led by Ms Esther Byer Suckoo, Minister of Labour, Social Security and Human Resource Development, Barbados. Eight experts participated from the Governments of Brazil, Germany, Indonesia, Kenya, Mauritius, South Africa, Turkey, and the United States; eight were appointed after consultation with the Workers' group; and eight were appointed after consultation with the Employers' group. There were also government observers from seven member States, and representatives from the International Organisation of Employers (IOE) and the International Trade Union Confederation (ITUC) as well as from certain intergovernmental and international non-governmental organizations.
5. The outcome of meeting of experts was submitted to the 325th Session of the Governing Body for discussion. After reviewing and commenting on the outcome, the Governing Body decided as follows:
 - (a) took note of the outcome of the Tripartite Meeting of Experts and the *Guidelines for a just transition towards environmentally sustainable economies and societies for all*, and authorized the Director-General to publish the conclusions of the Meeting;
 - (b) requested the Director-General to use the *Guidelines for a just transition towards environmentally sustainable economies and societies for all* as a basis for activities and outreach and to include the recommended follow-up action in the implementation of the Programme and Budget for 2016–17; in the development and implementation of the Green Initiative; in the development of the strategic plan for 2018–21; and in the resource mobilization strategy of the Office;
 - (c) requested the Director-General to take the guidelines into consideration within the context of future discussions on the 2030 Agenda for Sustainable Development and the implications of the expected Climate Agreement in December 2015.
6. The current report contains the proceedings of the meeting of experts, the guidelines as adopted and the recommended follow up. It is submitted to the Governing Body for information only.

¹ GB.321/INS/10/1.

Appendix

Final report of the Tripartite Meeting of Experts on Sustainable Development, Decent Work and Green Jobs (Geneva, 5-9 October 2015)

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Part I

Background

1. At its 321st Session (June 2014), the Governing Body of the ILO endorsed the proposal to hold a tripartite meeting of experts in 2015 as a follow-up to the conclusions of the 102nd Session (2013) of the International Labour Conference (ILC) concerning sustainable development, decent work and green jobs, putting forward a policy framework for a just transition.²
2. The purpose of the Meeting was to:
 - I. review, amend and adopt draft policy guidelines on a just transition towards environmentally sustainable economies and societies for all, based on a compilation and thorough review by the Office of the experience gained through country policies and sectoral strategies to achieve environmental sustainability, the greening of enterprises, social inclusion and the promotion of green jobs;
 - II. distil lessons and good practices through tripartite dialogue to guide in policy formulation in each of the nine policy areas identified in the just transition framework; and
 - III. recommend ways to give practical effect to the guidelines in terms of their dissemination and practical application by constituents at the country level.
3. The Office had issued a background report: *Draft policy guidelines for a just transition towards environmentally sustainable economies and societies for all*,³ based on a compilation and review of evidence and lessons learnt from country policies and sectoral strategies towards environmental sustainability, the greening of enterprises, social inclusion and the promotion of green jobs.

Composition of the Meeting of Experts

4. The Meeting was held from 5 to 9 October 2015. Eight of these experts were nominated by the Governments of Brazil, Indonesia, Germany, Kenya, Mauritius, Turkey, South Africa and the United States; eight were appointed after consultation with the Workers' group; and eight were appointed after consultation with the Employers' group.
5. A full list of participants is attached to the guidelines.

² GB.321/INS/10/1.

³ *Draft policy guidelines for a just transition towards environmentally sustainable economies and societies for all*, MESDDW/2015, ENTERPRISES, ILO, 2015.

Introduction of the secretariat

Opening address and election of the Chairperson and Vice-Chairpersons

6. The Secretary-General of the Meeting, Mr Peter Poschen, Director of the Enterprises Department, indicated that growing evidence had emerged about the linkages between decent work, sustainable development and green jobs. In their synthesis report *Skills for Green Jobs: A Global View*, the ILO and the European Centre for the Development of Vocational Training (CEDEFOP) expanded the knowledge base in this field, building on the findings of the Green Jobs Report (2008), which had estimated that efforts to tackle climate change would result in net job creation. The guidelines proposed for this Meeting could become a key tool to advance the ILO's mission in its response to climate change and help shaping the Organization's agenda for its second century.
7. The Deputy Secretary-General, Mr Kees van der Ree (ENTERPRISES), Coordinator of the ILO Green Jobs Programme, welcomed all participants, introduced the secretariat and expressed the hope that the guidelines would offer a new level of intervention in the process of structural change towards a greener economy.
8. In her opening remarks, Ms Esther Byer-Suckoo, who was appointed by the Director-General as the independent Chairperson of the Meeting, said that a just transition towards environmentally sustainable economies was of great importance to our societies. The adoption of Sustainable Development Goals (SDGs) and the upcoming 21st Session of the Conference of the Parties (COP21) to the United Nations Framework Convention on Climate Change (UNFCCC) in Paris called for guidance to forge consensus and policy advice, which the outcomes of the Meeting of Experts were expected to provide.
9. Ms Esther Byer-Suckoo welcomed the presence of eight experts from governments, employers' and workers' organizations, who collectively were to review and adopt – but not limit their deliberations to – the guidelines as proposed for discussion in Chapter 3 of the background report prepared by the ILO secretariat.
10. Ms Vanessa Phala (Employer expert of South Africa) and Mr Kjeld Jakobsen (Worker expert of Brazil) were nominated as Vice-Chairpersons for their respective groups.
11. The Chairperson invited the participants to review the workplan. The group accepted the draft guidelines as a basis for discussions and approved the workplan as proposed.

Introduction of the guidelines

12. The Secretary-General introduced briefly the draft guidelines. The 2013 ILC conclusions stipulated that an evidence-based review would inform the development of policy guidelines for a just transition. The ILC conclusions had set out a number of principles for a just transition and the guidelines were an attempt to operationalize the conclusions.
13. The drafting of the guidelines has been a collaborative effort. Contributions had been provided by staff from a range of technical departments as well as the Bureau for Employers' Activities and the Bureau for Workers' Activities.

14. Two overarching policies of the guidelines were: (i) policy coherence and institutional arrangements; and (ii) social dialogue policies. The policy framework further included three building blocks relating to macro and sector policies, employment policies and social protection policies. Labour standards were mainstreamed across all policy areas.
15. The draft guidelines included an introductory section, a summary of the 2013 ILC conclusions and the suggested policy guidelines, building upon the 2013 ILC conclusions. The Office proposed to discuss only the proposed course of action as contained in each policy area. A first Room Document had been prepared with the respective sections of the background report. A second Room Document was proposed by the Office with options how to give the guidelines practical effect.

Opening statements

16. The Worker Vice Chairperson, speaking on behalf of the experts nominated by the Workers' group, congratulated the Chairperson for her appointment and noted that in the past the world had seen a number of economic transitions that were mainly driven by technology and innovations. The current transition, however, was happening in a new context of social and environmental crisis and the climate negotiations towards COP21. The Workers highlighted three points. Firstly, there was a need to ensure that the discussions were framed in the context of sustainable development. Secondly, the ILO guidelines for a just transition needed to be strongly linked with the wider ILO mandate and its agreed principles. Thirdly, the guidelines would need to be practical and feasible. He also expressed expectation that a monitoring system would be established for the guidelines.
17. The Employer Vice-Chairperson, speaking on behalf of the experts nominated by the Employers' group, congratulated the Chairperson for her appointment. The Employers shared the opinion that sustainability is of utmost importance and recognized the importance of the 2013 ILC conclusions. The Employers reminded that the world had always undergone transitions. She stated that all transitions would need to be just and their impact should always be fair on the whole society. However, the current transition would cause friction, some jobs and enterprises would disappear while others, new jobs and enterprises, would be created. Not all shifts and solutions would follow the same patterns and result in the same outcomes everywhere.
18. Policy coherence was key at national level as the transition would apply to all parts of society and would result in enterprise creation in all sectors and areas. At national level the development of small and medium-sized enterprises (SMEs) would have a key role for the creation of new jobs. An enabling environment supporting enterprises would be needed to adapt to a changing environment and to maintain jobs. The green economy approach was welcomed by the Employers, as it was based on the idea to create new opportunities for enterprise creation based on innovation and new technologies where all jobs and all enterprises needed to be greened. Enterprises had a major role to play in the transition as they could drive innovations. Government should provide the necessary policy framework for new investments and innovations, including for example the removal of trade barriers.
19. A just transition framework should not be a regulatory framework; the international labour standards (ILS) were therefore considered as a separate instrument. The setting of an enabling business environment seemed more relevant to the Employers in giving practical recommendations concerning the application of the guidelines. The right policy mix and balance was needed to advance on a transition which could be costly in the short term but beneficial in the long term.

- 20.** The Government expert of Brazil remarked that he had been asked to speak on behalf of the Government experts whenever they had agreed on a joint position. He said that while the draft guidelines could be used as a basis, some changes needed to be made to the text. He added that other aspects of the guidelines would need to be further developed in collaboration with experts in the meeting group. He said that the guidelines should be rooted in the conclusions adopted at the 102nd International Labour Conference in 2013, sustainable development goals, and multilateral discussions.
- 21.** The Government expert of the United States said that although the draft guidelines provided a solid framework to build on, it was important to ensure that they were rooted in the ILO's mandate on labour rights and employment issues, and guided by the ILO's programme and budget. She recommended that the language around workers' rights be strengthened in the text.
- 22.** The Government expert of South Africa expressed hope that the Governing Body would adopt the outcome of the work being done at this Meeting in advance of COP21 in December 2015. He made three main points: (i) just transitions created practical challenges for governments, particularly with regard to policy coordination. He said that the respective ministries responsible for development and environmental issues were not necessarily well coordinated; (ii) in a transition to sustainable development, it was crucial to balance enterprise rights and worker rights. Rights to enterprise development had to be protected and upheld as well as the workers' rights of employees affected during transition; and (iii) social dialogue was the ILO's key contribution to global climate change discussions. He further emphasized that sustainable development encompassed many mutual interests and presented significant opportunities for cooperation as opposed to bargaining. He also recommended that more emphasis be placed on the opportunities for job creation related to the transition to sustainable development, and less emphasis on potential job losses. He said that practical recommendations consistent with this emphasis should be incorporated into the guidelines.
- 23.** The Government expert of Brazil referenced the 102nd International Labour Conference in 2013, saying that this took place one year after Rio +20. She made reference to the 17 Sustainable Development Goals, saying that many of them deal with cross-cutting issues, but Goal 8 directly addresses decent work. Therefore, it was important that the guidelines consider the 2030 Development Agenda and the evolution of the multilateral debate on sustainable development. She also pointed out that throughout the guidelines there were many references to terms such as "greening of the economy", "green jobs" and "green growth". Sustainable development has three dimensions – economic, social and environmental – and it was important to take this into account during the review of the document.
- 24.** An observer from the European Union said that the EU welcomed the initiative and was committed to just transitions globally. She noted four points: (i) EU expert States have supported the process leading to the adoption of the 2030 agenda, they have explicitly supported the need for decent work in sustainable development targets including those related to poverty eradication, inequality, climate change and environmental degradation, among others; (ii) Europe 2020 strategy, which addressed three dimensions of sustainable development and supported a green, low-carbon and resource-efficient economy, and smart, inclusive and sustainable growth, were currently being improved; (iii) greening the economy and societies had important employment potential and this potential was not exclusive to jobs in ecological services; by going green, companies could improve competitiveness and reduce costs. The transition would need to address skills needs and labour market implications related to job loss and job creation, with targeted interventions from social partners and civil society, and that measures needed to be taken to avoid social inequalities at national and EU level; and (iv) transitions needed to incorporate

well-designed social protection and inclusion policies. The EU strongly supported social protection systems and social protection floors in all countries. She hoped that social protection feeds into policy formulation in all nine policy areas discussed here.

- 25.** An observer from the Philippines said that the Philippines were particularly vulnerable to climate change. It was important to ensure that decent work in particular was not negatively affected. Thus, guidelines for managing just transitions through social dialogue and cooperation would be valuable to the Philippines. She expressed an interest in understandable, practical guidelines that were related to seizing opportunities for job creation and avoiding job losses.
- 26.** The Government expert of Indonesia thanked the ILO for the opportunity to review the draft guidelines. She said that this was an important area of work for a lower middle-income country that struggled with inequality, such as Indonesia. She identified the following policy areas as those with particular importance for Indonesia: (i) social dialogue: governments needed to promote and create opportunities for social dialogue throughout the policy-making process; (ii) macroeconomic policies: using trade and economic policies to access environmentally friendly technology and innovation; and (iii) how occupational safety and health (OSH) would be affected by climate change compounded by lack of technology and innovation.

Part II

General discussion on the draft guidelines

27. The Chairperson introduced the Room Document with the draft guidelines and invited any general comments.
28. The Worker Vice-Chairperson stated that a reference should be made to the 2013 ILC conclusions. They suggested that a section with “Vision” could be added and suggested using the first sections of the conclusions.
29. The Government expert of Brazil clarified he had been requested by the Government experts to express their common views, and stated that the document should have some initial contextualization to guide the draft policy guidelines. This could be achieved by front-loading part of the 2013 ILC conclusions as introduction, or chapeau, in particular paragraphs 1–13.
30. The Employer Vice-Chairperson agreed to the need to contextualise the policy guidelines and that the 2013 ILC conclusions should guide the draft policy guidelines.
31. The Chairperson suggested that the secretariat would propose a text for this purpose. The Chairperson then closed the general discussion on the draft policy guidelines and introduced the discussion on section I.

I. Policy coherence and institutional arrangements

32. The Worker Vice-Chairperson suggested adding a new paragraph *I(a)*, as follows:

... adopt goals for national economies in line with their country capacities and with a need to stay within planetary boundaries, including the need to limit greenhouse gas concentrations to stay below 2°C in average temperatures by the end of the century;
33. The Government expert of Brazil stated that it was not in the mandate of the ILO to set environmental targets. The Employer Vice-Chairperson and the Government expert of the United States supported the statement of Brazil.
34. The Worker Vice-Chairperson responded that the idea was to contextualise the guidelines by making reference to the UNFCCC. The Worker experts, however, accepted the position of the Governments and Employers, and the Worker Vice-Chairperson withdrew the proposed paragraph.

Paragraph 1(a)

35. The Worker Vice-Chairperson suggested the following amendment [*provide stable policy signals based on social consensus and a regulatory framework to enable sustainable enterprise development and decent work for all, social inclusion and the eradication of poverty in the transition to sustainable economies*].
36. The Government experts of Brazil and the United States supported this amendment. The Employer Vice-Chairperson noted that this amendment came out of the ILC 2013 conclusions. However, it was important in this context to make reference to a particular policy area and not to make a general statement.

37. The Employer Vice-Chairperson suggested making reference to “inclusive labour markets”. The Worker Vice-Chairperson felt – on the contrary – that this first paragraph’s objective was more of an introductory nature and that reference to inclusive labour markets was too specific.
38. The Employer Vice-Chairperson proposed to use the term “social consensus” to ensure consistency throughout the document. The Government expert of Brazil wondered what should be done when there was no social consensus on policy guidance. The Worker Vice-Chairperson suggested to limit the text to “consensus among social partners” and to drop the reference to relevant stakeholders. The Government expert of Brazil suggested using social dialogue instead of “consensus among social partners.” The Meeting agreed and the Chairperson read out the final version of the amendment.

Paragraph 1(b)

39. The Worker Vice-Chairperson proposed that reference to international labour standards be made more concrete. He proposed the amendment [*to review and promote the international labour standards relevant to green jobs and decent work as mentioned in Appendix*]. The Worker Vice-Chairperson clarified that this Appendix would contain what was in the Appendix of the 2013 ILC conclusions and would also include the 2015 ILC Recommendation on informality.
40. The Government expert of Brazil mentioned that the amended “review and promote” was new to them and had not been considered by the Government experts who had discussed the original text: “prioritize”. He also mentioned that this had not been discussed in the group. He went on pointing out to the use of different terms in the proposed guidelines: just transition, just transition for all; sustainable development; environmentally sustainable development; transition to green economy. He suggested adhering to the 2013 ILC conclusions to ensure clarity and consistency. He also mentioned that the phrase “Transition to Green Economy” had not been used in the context of the Sustainable Development Goals (SDGs).
41. The Government expert of Mauritius proposed the amendment [*Review and consider*] instead of [*Review and prioritize*]. The Worker Vice-Chairperson expressed that they also had a problem with the phrase “review and prioritize” and because of this, they had suggested “review and promote”, or simply to use “consider”. The Employer Vice-Chairperson indicated that they would be in agreement with [*consider and promote*] which was subsequently agreed. The Employer Vice-Chairperson submitted the subamendment [*Based on national circumstances and based on social dialogue*]. The Worker Vice-Chairperson responded that they felt the phrase was self-evident. He also mentioned that social dialogue was already mentioned before. The Government expert of Turkey stated that he did not see the need for the additional phrase. Both the Worker and Employer Vice-Chairpersons) concurred with this, the latter saying that indeed “social dialogue” was mentioned but not the phrase “according to national circumstances”. She pointed out that this should mean “according to national context”.
42. The Employer Vice-Chairperson withdrew their proposed amendment if the proposed text would become part of the chapeau.
43. The Employer Vice-Chairperson wanted to clarify whether the appendix being referred to by the Worker Vice-Chairperson would be the same as the Appendix of the 2013 ILC conclusions. The Worker Vice-Chairperson confirmed that this would be the case. The Employer Vice-Chairperson stated that if the list was exactly the same they would agree. The Worker Vice-Chairperson stated their agreement but that it should be made clear the Appendix on international labour standards was included in the guidelines.

44. The Chairperson asked how the “just transition framework” could best be phrased in the article. The Worker Vice-Chairperson suggested to repeat the title of the guidelines and to add the word [*environmentally*] to the proposed text. The Worker Vice-Chairperson pointed out that the full title was used in the Room Document as well as in the background report to the Meeting. The Government expert of Kenya supported the amendment as proposed by the Worker Vice-Chairperson to remove the reference to “green economy” and refer to “environmentally sustainable economies and societies”. The Chairperson confirmed the paragraph 1(b) as amended.

Paragraph 1(c)

45. The Worker Vice-Chairperson suggested amending [*Study and define national challenges and opportunities for environmentally sustainable economies*] at the beginning of the paragraph to stress the fact that the transition process entailed also challenges in addition to opportunities.
46. The Government expert of Turkey noted the existence of a very similar sentence in paragraph 1(h) which made explicit reference to the inclusion of “research and impact evaluation in environmentally sustainable economic and social policies, to ensure that optimal balance of policy measures are achieved”. Therefore, the new sentence proposed by the Workers’ group was redundant. The Worker Vice-Chairperson, while clarifying that paragraph 1(h) did not make any reference to the challenges, withdrew the proposed amendment.
47. The Employer Vice-Chairperson asked to replace the word “fully” with [*gradually*] at the beginning of the paragraph. The Worker Vice-Chairperson proposed a counter-amendment by deleting both “gradually” and “fully” and starting subparagraph (c) with [*integrate provisions for a just transition*]. In addition, the same sentence was subamended as follows: [*integrate goals and provisions for a just transition*]. The Employer Vice-Chairperson reiterated the intention of the group to underline “gradually”, as the transition would require a step-by-step approach at country level. She also specified that by qualifying a transition as “gradual”, the text would not diminish its importance.
48. The Government expert of Brazil reiterated avoiding any reference to “green economy” in the paragraph, consistent with the state of progress achieved at international level under the Sustainable Development Goals framework. He mentioned SDG 8 as an example of internationally agreed text that reflected the conclusions adopted at the ILC discussion in 2013, hence strengthening the role of the ILO and its constituency vis-à-vis the international community.
49. The Chairperson asked the audience to take a position on the word “gradually” as proposed by the Employers’ group. The Government expert of the United States supported the subamendment proposed by the Workers’ group, i.e. to refer to “integrate provisions” without further specification about whether this process should be gradual or not. The Worker Vice-Chairperson reiterated the group’s positioning and added that reference to “according to national circumstances” proposed as overarching statement (*chapeau*) before policy area I would make the qualification “gradually” redundant at the beginning of paragraph 1(c).
50. The Government expert of Brazil asked for clarifications on the second amendment proposed by the Workers’ group, with regard to the inclusion of the word “goals” before “provisions”. The Worker Vice-Chairperson stated that “goals” refer to the objectives that need to be established at country level in order to enable the transition to environmentally sustainable economies and societies. The Government expert of Kenya stated that the word

“goals” was ambitious at the beginning of paragraph 1(c) and suggested to refer to “integrate provisions” only.

51. The Employer Vice-Chairperson proposed ending paragraph 1(c) after “sustainable development goals”, hence deleting reference to [*national environmental and climate change targets*]. The Worker Vice-Chairperson agreed with removing “goals” at the beginning of the sentence and with removing the reference to “green economy”. However, the Workers’ group asked to maintain explicit reference to national environmental and climate change targets at the end of the sentence in paragraph 1(c).
52. Although the Employer Vice-Chairperson encouraged the Workers to reconsider their positioning with regard to making explicit reference to national environmental and climate change targets, the Worker Vice-Chairperson insisted on its importance due to the fact that climate change targets are not included in SDGs and this is why they had to be mentioned in this text. The Employer Vice-Chairperson asked if in the 2013 ILC conclusions any reference was made to climate change targets, as this would be a precondition to support the position of the Workers’ group. The Office was asked to provide a clarification. While confirming that no reference was made to climate change targets in the text of the 2013 ILC conclusions, the Secretary-General clarified that the targets mentioned in paragraph 1(c) were not referring to new targets, but to those that countries have already accepted and adopted. The Employer Vice-Chairperson stated that, at international level, there was no agreement on climate change targets. The Worker expert of Colombia cited his country’s experience as an example of an ongoing negotiation process over the past three years. The Worker Vice-Chairperson reiterated that, as part of the climate change negotiations, countries agreed to present intended contributions which are nationally determined. He added that text of paragraph 1(c) was referring to national plans, not to the global targets. If national plans existed they needed to be included in the just transition framework. The Employer Vice-Chairperson reiterated the importance of making reference to existing policies.
53. The Government expert of Kenya suggested referring to climate change [*action plans*], instead of “targets”. The Employer Vice-Chairperson supported this sub-sub amendment. The Government expert of Turkey suggested deleting [*development*]. Although the Government expert of Brazil underlined that “development policies” are very common in Brazil, both amendments were agreed.

Paragraph 1(d)

54. The Worker Vice-Chairperson amended “principles” with [*provisions*] for a just transition. The Employer Vice-Chairperson disagreed with the amendment. The Worker Vice-Chairperson expressed that “provisions” are easier for line ministries to integrate than “principles”. The Government expert of Brazil suggested deleting [*all*] in the paragraph 1(d). The Chairperson stated the paragraph was agreed as amended.

Paragraph 1(e)

55. The Government expert of Brazil proposed to use [*promote*] instead of “ensure” and to use [*adapt to*] instead of “withstand”. The Government expert of the United States proposed to use [*policies and programmes*] instead of “commitments and agreements”. The paragraph was agreed as amended.

Paragraph 1(f)

56. The Worker Vice-Chairperson suggested changing “relevant stakeholders” to *[social partners]*. The Government expert of Kenya reacted by saying that there are many stakeholders, so confining it to “social partners” would not be sufficient. The Government expert of Germany concurred that also in Germany many policy areas were not only confined to social partners and that *[all stakeholders]* would be a better formulation.
57. The Government group suggested the amendment *[Governments should provide opportunities for consultation]*. The Worker Vice-Chairperson responded what would happen if stakeholders would not take advantage of such “opportunities”? The Government expert of the United States said that if social partners were not interested to participate the Government could not force participation. The Worker Vice-Chairperson amended *[guarantee opportunity for the participation]*. The Government group suggested to use the formulation in paragraph 16(b). The Worker Vice-Chairperson suggested *[foster effective institutional arrangements to ensure the consultation and participation]*. The Government expert of the United States said that governments could not do more than “provide opportunities” and cannot “guarantee”. The Worker Vice-Chairperson proposed to put the paragraph on hold (as so far amended). Later in the Meeting the Employer Vice-Chairperson amended *[provide opportunities for the participation of social partners at all possible levels and stages of the policy process through social dialogue and foster consultations with relevant stakeholders]*. The paragraph was agreed as amended.

Paragraph 1(g)

58. The Worker Vice-Chairperson indicated their agreement to the importance of “ex-ante assessments” and submitted the amendment *[of the employment and distributional impacts of policies]*, referring to the effect on income and costs of living. The Worker expert of Spain gave the example of renewable energy policy in his country where the poor spend a higher share of their income on energy than the rich. This illustrated the need for ex-ante of environmental policy measures.
59. The Government expert of Brazil amended to introduce *[Establish or strengthen availability of access to basic labour market data, and where needed carry out ex-ante assessment based on relevant data]* at the beginning of the paragraph and delete *[appropriate set of relevant gender disaggregated]* as well as the term *[relevant]* in the paragraph.
60. The Worker Vice-Chairperson stated that their earlier amendment would fit after the phrase “carry out ex-ante assessments”. He, however, asked the Government representatives to explain why they thought it was not important to have gender-disaggregated data. The Government expert of South Africa responded that, if this was mentioned, then other types of disaggregation should also be mentioned. He also amended *[socio-economic impacts]* rather than “distributional impacts” to make the paragraph more understandable.
61. The Government expert of Brazil sought clarity about the Workers’ point regarding assessments. He proceeded to say that Brazil supported the need for more data, in particular in the context of monitoring the SDGs. The Employer Vice-Chairperson suggested finding a better formulation to the entire paragraph but proposed keeping “socio-economic impact”. At a later stage in the Meeting the Employer Vice-Chairperson amended *[establish or strengthen availability of and access to basic labour market data]*.

Paragraph 1(h)

62. The Meeting adopted this paragraph as proposed in the background report.

Paragraph 1(i)

63. The Employer Vice-Chairperson proposed deleting “where appropriate” and deleting “enterprises”. The Government expert of Brazil stated that the Government experts were not all comfortable with the general reference to international organizations and amended *[with the support of]*. The paragraph was agreed as amended.

Paragraph 2(a)

64. The Worker Vice-Chairperson amended adding *[environmental]* before “policies”. The Government expert of Brazil did not agree with the amendment; the guidelines should go beyond environmental policies and include other policies that are essential to the promotion of sustainable development, articulating the need for inter-sectorial linkages, policy coherence and sustainable development.
65. The Worker Vice-Chairperson suggested the alternative amendment *[implementation of just transition policies]*. The Employer Vice-Chairperson subamended by suggesting *[economic, social and environmental policies]*.
66. The Government expert of the United States stated to be more comfortable with the original text prepared by the Office. She asked for clarifications about what the term “agreements” meant. A Worker expert of Spain referred to the roundtable dialogue process set up in Spain as an example of sectoral discussions on climate change and mechanism to encourage participation and achieve agreements. The Government expert of Mauritius amended *[policies with workers and employers]* to replace “policies between workers and employers”. The Government expert of Brazil agreed with this amendment.
67. The Worker Vice-Chairperson proposed to simplify the entire sentence to *[consider concluding agreements for the implementation of economic, social and environmental policies to reach the SDGs]* which was subsequently subamended as *[including with a view to achieving the SDGs]*. The paragraph was agreed as amended.

Paragraph 2(b)

68. The Government expert of Brazil amended *[mobilize funding, support and assistance, facilitated where appropriate by international organizations, including through Decent Work Country Programmes]*. The paragraph was agreed as amended.

Paragraph 2(c)

69. The Worker Vice-Chairperson suggested as new paragraph *2(c)bis [study and discuss employment and socio economic assessment as described in 1(g)]*. The Employer Vice-Chairperson did not see the need for this paragraph. The Government expert of Mauritius amended paragraph *1(g)* to include *[discussion of the assessment among social partners]*.
70. The Chairperson responded that paragraphs *1(g)* and *2(c)bis* would be put on hold and reviewed together later during the Meeting.

Paragraph 2(d)

71. The Government expert of Brazil said that the “promotion of cooperation” was not an easily accepted term. The Worker Vice-Chairperson amended by adding *[in light of rights to information and consultation]*. The Government expert of the United States objected to the term “right to information”. The Worker Vice-Chairperson explained that the rights to information should be applicable to all areas and subamended *[promote cooperation, right to information and consultation]*. The Employer Vice-Chairperson said that the “right to information” stands in contrast to what the paragraph wants to achieve. The amendment was withdrawn and “promote cooperation” was accepted.

Subparagraph (d)(i)

72. The Government expert of Brazil suggested a new paragraph 2(d)(i) *[At the international level, to assist one another in giving the effect to SDGs through assistance and capacity building]*. This was agreed as amended.
73. The former subparagraph (d)(i) regarding national level cooperation was agreed as proposed in the Room Document and would be subparagraph (d)(ii).

Subparagraph (d)(ii)

74. The Employer Vice-Chairperson suggested that former paragraph 2(d)(ii) at industry level the text should read *[all forms of social dialogue including]*. The Worker Vice-Chairperson suggested another amendment *[and labour rights are respected]* and *[employment challenges and job placement and economic diversification initiatives among others]*. The Employer Vice-Chairperson suggested deleting *[labour rights]* as decent work is indicating labour rights already. The Government expert of Brazil suggested changing “retraining” into *[continuous training]*. The Employer Vice-Chairperson did not accept this amendment and suggested to end the paragraph with “continuous training”. The Worker Vice-Chairperson agreed but suggested to leave “among others” to make reference to the later section on labour market policies. The Government expert of Germany suggested deleting *[training initiatives]*. The Worker Vice-Chairperson suggested keeping “adequate” and “continuous” training as these were two different training concepts. The former paragraph 2(d)(ii) was agreed as amended.

Subparagraph (d)(iii)

75. The Government expert of Germany suggested adding *[sustainable]*. The former paragraph 2(d)(iii) was agreed as amended.

Subparagraph (d)(iv)

76. The Worker Vice-Chairperson amended *[at the enterprise level, where the social partners can work together towards achieving zero emissions and a limited environmental impact, and can cooperate in greening workplaces and building career pathways for workers in areas with a forecasted decreased in activity]*.
77. The Employer Vice-Chairperson did not accept the proposed amendment to include “zero emissions” as it changes the meaning of the paragraph, which is to green workplaces and policies. The Worker Vice-Chairperson proposed to include *[social partners can work together]* before “on environmental issues at enterprise level”, reflecting emerging practice; this was not meant to impose on social partners to work together, but rather as an

option. The Employer Vice-Chairperson stated that the expression “greening workplaces” was broad and covered issues including achieving zero emissions, reducing waste and other hazards, and energy efficiency. The Worker Vice-Chairperson said that there were different views on the concept of “greening workplaces”. The Government expert of Brazil agreed that social partners were already working together on environmental issues at the local level. The use of the term “green” and “greening” depended largely on a particular choice of language given commitments and national understanding of the concept. The Employer Vice-Chairperson stated that “green” is in the 2013 ILC conclusions. She suggested removing “greening enterprises and workplace”, and stated that the Employers’ group would accept the proposed changes if the paragraph ended at “support skills development for workers”. The Worker Vice-Chairperson accepted the paragraph including “at enterprise level where social partners can work together to minimize impact and support skills development.”

II. Social dialogue

78. The Chairperson introduced the session by noting the importance of this policy area. The central role of the ILO was to foster social dialogue among workers, employers and governments, and that the present Tripartite Meeting was a good example. Social dialogue was crucial for policy formulation for a just transition at national and international level, facilitating information-based decision-making centred on innovative solutions for the environment and decent jobs.
79. The Government expert of the United States proposed to amend the heading of this policy area so that it would be consistent with 2013 ILC conclusions, which had referred to “social dialogue and tripartism”. The heading was agreed as amended.

Paragraph 3(a)

80. The Employer Vice-Chairperson amended [*actively promote and engage in social dialogue in line with international labour standards most relevant to the just transition framework*]. The Government expert of the United States proposed inserting [*applicable*] before “international labour standards” to allow for specific country situations. The paragraph was agreed as amended.

Paragraph 3(b)

81. The Worker Vice-Chairperson suggested deleting the entire paragraph since the content was sufficiently reflected in the preceding paragraph. This was agreed.

Paragraph 3(c)

82. The Worker Vice-Chairperson suggested to replace the first “and” with [*, development and formalization of dialogue structures at all levels to discuss*] and to delete “multipartite, bipartite, and tripartite – as they complement each other in the discussion. He added that such an adjustment would make paragraph 3(d) redundant.
83. The Employer Vice-Chairperson said that if formalization was included in paragraph 3(c) there was no need to include it also in paragraph 3(d). She said that paragraph 3(c) should include either “sustainable development goals” or “social, environmental and economic goals”. The Worker Vice-Chairperson proposed [*sustainable development and other environmental goals*]. The Employer Vice-Chairperson suggested [*social, economic and environmental goals*]. The Government expert of the United States objected to limiting the

focus to “environmental goals”. She amended [*national social, economic and environmental goals*] and proposed deleting the word “various”. The paragraph was agreed as amended.

Paragraph 3(d)

84. The Chairperson asked whether the experts wished to keep or delete the paragraph. It was subsequently deleted.

Paragraph 4(a)

85. The Worker Vice-Chairperson amended [*just transition framework, the greening of enterprises and the creation of decent and green jobs for women and men*] to follow after “raise awareness and understanding about ...” The Government expert of Brazil asked whether “green” was kept after “decent jobs”, since by having both “decent” and “green” the guidelines would imply that green jobs may not all be decent. To reflect that green jobs were inherently decent he amended [*decent work in green jobs*]. The Employer Vice-Chairperson subamended [*the creation of decent work and green jobs*]. The Government expert of Brazil suggested including the language from the title of the Meeting and amended [*sustainable development, decent work and green jobs*]. The Employer Vice-Chairperson felt that sustainable development was already included in the just transition framework. She subamended [*decent work and green jobs for women and men*]. The paragraph was agreed as amended.

Paragraph 4(b)

86. The Worker Vice-Chairperson suggested adding [*and their organizations*] after “employers and workers”. The Employer Vice-Chairperson subamended by articulating, after “the pivotal role of” [*employers’ and workers’ organizations*] “in bringing about social, economic and environmental sustainability” for the purpose of consistency in language throughout the document. The Worker Vice-Chairperson supported the inclusion of “environmental sustainability” independently of “social and economic development”, as was done in other paragraphs. The paragraph was agreed as amended.

Paragraph 4(c)

87. The paragraph was agreed without amendments.

Paragraph 4(d)

88. The Government expert of the United States amended [*where appropriate*] after “in collective agreements”. She added she would like to learn more cases where social partners work together on environmental issues at enterprise level. The Employer Vice-Chairperson amended the paragraph to read [*cooperate to comply with sustainable development goals in line with company policies and facilitate training in the workforce*], replacing the text of the paragraph. She argued that this would gain clarity while still addressing all issues by the original wording. The Worker Vice-Chairperson did not accept the proposed changes as it changed the meaning of the paragraph and suggested transferring the original text as amended by the Government expert of the United States – and subsequently proposed for deletion by the Employers’ group – into a new paragraph [*promote the inclusion of specific environmental clauses in collective agreements, where appropriate, as a concrete way of facilitating cooperation between employers and workers and encouraging them to comply*].

with environmental regulations, meet company objectives and targets regarding sustainability and develop the training of workers and managers].

89. The Employer Vice-Chairperson asked to bracket both the subamended part as “(c)bis” and the amended text of subparagraph (d). The Worker Vice-Chairperson offered an alternative and subamended subparagraph (d)bis *[introduce in collective bargaining provisions aiming at discussing among social partners emission reduction objectives for the companies and sector and the means to reach those objectives, in particular in companies with substantial impact on emissions and when possible, at sectoral and national level]*. The Employers’ group were not agreeable to this subamendment with reference to emission reduction as part of collective bargaining.
90. A Worker expert of Spain insisted on the importance of bringing the sustainable development debate to the enterprise level as a means of raising awareness and encouraging participation of both workers and employers. This would contribute to encourage responsible decision-making processes at enterprise level with regard to the greening of enterprises. The specific case of Spain in this regard was referred to as a positive experience that the group could learn from.
91. The Employer Vice-Chairperson stated that the inclusion of specific environmental clauses in collective agreements was the essence of subparagraph (d) as originally formulated, but that the proposal by the Workers was about making environmental clauses subject to collective bargaining. The Employers would accept reference to collective agreements, but not to collective bargaining.
92. The Government expert of South Africa welcomed the Workers’ proposal on collective bargaining, acknowledging that social partners had agreed to promote collective bargaining as the essence of social dialogue. He believed that Governments would feel relieved if emission reduction actions were initiated through such a powerful mechanism and asked the Employers to reconsider the proposal.
93. The Chairperson confirmed the bracketing of subparagraphs (c)bis, (d) and (d)bis and invited the experts to further discuss the various proposals.

III. Macroeconomic and growth policies

94. The Chairperson stated that macroeconomic and growth policies included a range of economic, fiscal and regulatory tools and instruments that are needed to realign incentives and available resources to promote sustainable production and consumption patterns, and to create and maintain an enabling environment for sustainable enterprise development. For the ILO in particular, given its mandate, it was essential that macroeconomic and growth policies place full and productive employment and decent work for all at the centre of economic and social policies in the transition.

Paragraph 5

95. The Worker Vice-Chairperson amended *[governments]* instead of “countries” and added *[environmental sustainability]* after “patterns”. The Government expert of Brazil felt that “environmental sustainability” was already sufficiently reflected. The Worker Vice-Chairperson agreed to withdraw the amendment “environmentally sustainability”. The Government expert of Brazil suggested moving the entire paragraph and reintroducing it as paragraph 5(a). The paragraph was agreed as amended and replaced.

Paragraph 6

- 96.** The Worker Vice-Chairperson and the Government expert of Brazil suggested removing the entire paragraph. The Office explained that the rationale for the paragraph was to signal the collaboration with international organizations. The Employer Vice-Chairperson suggested to keep the paragraph and amend after “incorporate” [*the just transition framework into macroeconomic policies*]. The Employer Vice-Chairperson argued for maintaining the paragraph as international organizations do have a role. The Government expert of the United States then suggested to change “are required from” by [*should be undertaken by*] and change “enterprise” into [*employers*]. The Worker Vice-Chairperson supported the paragraph as it underlined the role of international organizations. The paragraph, now subclause (i) under paragraph 5(a) was agreed as amended.
- 97.** The Employer Vice-Chairperson introduced a new paragraph 6bis [*Countries should develop and realign incentives, regulations and financing schemes to stimulate enterprise innovation in new green technologies for enterprises to remain competitive and at the same time adjust to the technological challenges of the just transition. Promotion of new cooperation frameworks between enterprises, academia and research and development institutions (R&D) are key*]. She explained that the new paragraph was meant to recognize the need to facilitate the development and adoption of needed technology.
- 98.** The Worker Vice-Chairperson pointed out that the parties had earlier agreed to replace the word “countries” by [*governments*]. Moreover, he felt that the proposal would be better placed under “Enterprise policies”. The Government expert of Brazil added that part of the new paragraph would be dealt with later on in the guidelines. He also suggested moving the proposed text to paragraph 7 as it referred to the role of Governments. He observed that innovation was not limited to technology and amended [*innovation for enterprises*] after “stimulate” and remove “in new green technologies for enterprises”.
- 99.** The Employer Vice-Chairperson stated they would like to have “innovation” in the paragraph. The Worker Vice-Chairperson supported this and amended to remove the word “competitiveness”. He amended [*stimulating enterprise innovation in the move towards sustainable development*].
- 100.** The Government expert of South Africa proposed to simplify the text and delete the reference to “regulation and financing” as this was dealt with elsewhere. He also proposed to include the new paragraph as a subclause under new paragraph 7(i) where he saw a better fit. The Employer Vice-Chairperson stated that she supported the amendment of the Workers’ group and agreed to include the subclause under new paragraph 7(i). The paragraph was agreed as amended.
- (i) Align economic growth with social and environmental objectives
- 101.** The Chairperson stated that the subheading “align economic growth with social and environmental objectives” would become paragraph 7(ii). The subheading was agreed.

Paragraph 7(ii)(a)

- 102.** The Government expert of the United States mentioned that the Government group found it important to signal the integrated nature of sustainability and not focus only on the environmental dimension. The paragraph was agreed with the deletion of “environmental” before “sustainable”.

Paragraph 7(ii)(b)

- 103.** The Worker Vice-Chairperson amended [*adopt binding targets, ideally by law, with targets on social and environmental challenges subject to constant revision, to signal long-term commitments*]. The Employer Vice-Chairperson objected as she found the guidelines should not be prescriptive in terms of laws and legislations. The Government expert of Brazil amended [*consider adopting action plans*] in the beginning of the subclause and deleted the word “binding”.
- 104.** The Worker Vice-Chairperson did not understand why “binding targets” would need to be deleted. The Government expert of Brazil explained that, in their group, this reflected a compromise to keep the paragraph concise; if “binding targets” would be maintained then new wording “common but differentiated responsibilities” would also be proposed. The representative of the Secretary-General explained targets were in fact always nationally determined. They were intended to signal stability to investors and society at large. The Government expert of Brazil then subamended “binding” with [*stable*] so the phrase would read: “stable targets”.
- 105.** The Worker Vice-Chairperson stated that, if the reference to “binding targets” is taken out, the Workers’ group would want to retain the wording “ideally by law” given the need for a clearer signal in this regard for the enterprises. The Government expert of Kenya stated that in his country action plans always contained targets; if circumstances change, the action plans would also reflect modified targets. The Chairperson, reflecting on the situation of her own country, Barbados, shared that view. The Government expert of Brazil noted that “stable” should not be subjected to constant revision. The Government expert of South Africa concurred that appropriate law is needed but that he felt this would be better introduced under paragraph 7(iii)(f). The Government expert of the United States commented that with “stable targets” in the paragraph, there was no need to add “subject to constant revision”. The paragraph was agreed as amended.

Paragraph 7(ii)(c)

- 106.** The Employer Vice-Chairperson amended [*while ensuring fiscal sustainability*] after “commitment”. The Worker Vice-Chairperson found the wording unclear and amended [*Establish funding mechanisms for implementing a just transition framework*]. He wondered how Governments could be tasked with ensuring private sector funding, as they could not compel enterprises. The Worker Vice-Chairperson further pointed out that the phrase “under different scenarios” was confusing to them; the Government expert of the United States suggested deleting this wording.
- 107.** The Employer Vice-Chairperson proposed editing the paragraph and amended [*articulate financing needs and establishing sustainable funding mechanisms for the implementation of the just transition framework*].
- 108.** The Secretary-General clarified that the point was to leverage private sector funding and that public funding would be instrumental for that purpose. The Worker Vice-Chairperson wondered why make references to public and private funding since “sustainable funding mechanisms” would imply all types of funding. The Employer Vice-Chairperson shared this view and amended [*long term*] before financing needs and sustainable funding mechanisms. The paragraph was agreed as amended.

(ii) Utilize market-based instruments to the extent possible

109. The Worker Vice-Chairperson proposed merging the subheadings (ii) and (iii). He amended [*adopt appropriate regulations and instruments*]. The subheading was agreed as amended.

Paragraph 7(iii)(d)

110. The Worker Vice-Chairperson amended [*whose negative distributional effects are adequately addressed*] at the end of the paragraph and proposed to delete “reduced labour cost”. The Government expert of Brazil suggested deleting “recycling” as it was too easily associated with waste management. The Secretary-General explained “recycling” referred to the way additional tax revenues (e.g. from levies on petrol) are used to finance other policy objectives (e.g. for lowering non-wage labour costs). The Government expert of South Africa suggested to capture the issue of taxation in a more concise way and amended [*use revenue appropriately to compensate those disproportionately affected by price rises and structural change and to use a combination of taxes, subsidies and incentives to encourage the movement towards economically sustainable activities*]. The Worker Vice-Chairperson suggested referring more explicitly to “environmental taxes” in order to express that revenues from those taxes should be used for social objectives. He amended starting the new paragraph with [*implement tax reforms that can also help the financing of social cost to compensate those disproportionately affected by price rises of structural changes*]. The Government expert of the United States observed that fiscal reform may not necessarily lie in the mandate of the ILO. The Employer Vice-Chairperson concurred with this view and proposed to bracket the paragraph, which was agreed. The Worker Vice-Chairperson signalled that workers were also affected by indirect effects on prices of consumer goods. At a later stage in the Meeting, and after bilateral consultations the Worker Vice-Chairperson amended a revised version of the paragraph as [*Consider implementing environmental tax reform that could also help finance the compensation of those disproportionately affected by the transition towards economically sustainable activities*]. The paragraph was agreed as amended.

Paragraph 7(iii)(e)

111. The Worker Vice-Chairperson suggested the deletion of the paragraph as the provisions were covered by paragraph 7(iii)(f). The Secretary-General explained that some market-based mechanisms did not always give the intended results, hence monitoring was important to consider corrections. The Employer Vice-Chairperson concurred with the need for the paragraph to better reflect the basic intention to inform future planning. The Government expert of Brazil amended [*provide for*] to replace “ensure sufficient”. The paragraph was agreed as amended.

Paragraph 7(iii)(f)

112. The Government expert of Brazil amended [*develop sound regulations to ensure policy effectiveness*]. The Employer Vice-Chairperson proposed to retain the paragraph as amended, but amended [*where necessary*] after “regulations”. The Government expert of Brazil concurred and amended [*appropriate laws and regulations*] and [*promote*] policy effectiveness instead of “ensure”.

113. The Worker Vice-Chairperson requested to bracket the paragraph. The Secretary-General affirmed that there was evidence that market-based instruments proved effective, for example in providing cleaner cars and improved building regulations. The Worker Vice-Chairperson argued that the examples were government regulations – not market-

based instruments. The Secretary-General responded that market-based instruments had limitations, hence regulations were needed. The Government expert of Brazil suggested replacing “marked-based” with *[economic]*. The Employer Vice-Chairperson objected as this would alter the meaning of the paragraph. She recalled that the 2013 ILC conclusions mentioned market-based instruments; changing the term would create confusion about the type of instruments to be used. The Worker Vice-Chairperson stated that the term used in the 2013 ILC conclusions was much broader and included fiscal policies and public investments. The Chairperson observed consensus about the use of the term “market-based” instruments. The paragraph was bracketed as no agreement could be reached.

Paragraph 7(iii)(g)

114. The Government expert of Brazil amended *[where applicable]* before “monitor compliance”. The Employer Vice-Chairperson thought compliance should be done at all times and the amendment would weaken the paragraph. The Government expert of Brazil explained that quotas, standards and norms were not always in place, and the amendment would address this situation. The Worker Vice-Chairperson found this terminology was confusing. The Government member of Brazil further explained that quotas and norms were not appropriate in all circumstances and that enforcement would not be relevant. The Worker Vice-Chairperson subamended to place *[where applicable]* at the end of the paragraph. The Employer Vice-Chairperson amended *[monitors compliance and ensure enforcement of regulations]*. In response, the Government expert of Brazil argued that the meaning of this paragraph was to facilitate compliance, and the suggested amendment was more stringent. He subamended *[monitor compliance with norms, and where applicable, enforce quotas]*, as regulations and norms were synonyms. The paragraph was sub-subamended as *[monitor compliance with regulations and where applicable, enforce quotas]* and agreed as amended.

(iii) Invest public funds in greening the economy

Paragraph 7(iv)(h)

115. The Employer Vice-Chairperson suggested the deletion of “such as public transport” and of “such as forests and protected areas”. The Government expert of Brazil said that environmental impact can also be positive and suggested the amendment *[develop infrastructure with limited adverse environmental impact]* and *[and conserve natural resources]* and *[of persons]* after “displacement”. The Employer Vice-Chairperson wondered what exactly was meant by “persons” and proposed to add *[and enterprises]*. The Worker Vice-Chairperson subamended *[the lowest possible]* to replace “limited” before adverse environmental impact. The paragraph was adopted as amended.

Paragraph 7(iv)(i)

116. The Employer Vice-Chairperson amended *[foster job creation and]* after “active labour market policies to” and *[and enterprises to adjust]* after “to help workers”. The Government expert of Brazil objected to the addition “enterprises” since the paragraph was conceived to make specific reference to social protection and active labour market policies that were directed towards workers. The Employer Vice-Chairperson responded that the transition will more generally affect enterprises, and not only workers; labour market policies were a direct concern of enterprises too. The Government expert of South Africa, supporting the statement by the Government expert of Brazil, recalled that enterprise policies were addressed in other paragraphs of the guidelines and they should not get mixed with social protection policies, which notably targeted workers. The Employer Vice-Chairperson subamended *[employers]* to replace “enterprises”. The Government

expert of Germany disagreed since in his view social protection was meant to be for workers, and not for employers. The Employer Vice-Chairperson withdrew the second amendment but wished to maintain the first one *[to foster job creation and]*. The paragraph was agreed as amended.

Paragraph 7(iv)(j)

117. The Employer Vice-Chairperson amended *[all enterprises including]* before “MSMEs”. The Worker Vice-Chairperson amended *[such as for sourcing from sustainably managed forests and other low-carbon building materials]* at the end of the paragraph in order to clarify public procurement. The Government expert of Brazil subamended *[in particular MSMEs]* in order to highlight their specificity. The Government expert of the United States subamended to remove *[all]* before “enterprises” and replace “have access” by *[are able to apply for]*, to better reflect the nature of public procurement processes. The Employer Vice-Chairperson objected to include examples arguing this risked limiting the scope of procurement. The Worker expert of Indonesia said examples were useful as references of good country practices of investing public funds in greening the economy. The Worker Vice-Chairperson finally withdrew the amendment. The paragraph was agreed as amended.

(iv) Develop trade and investment policies

Paragraph 7(v)(k)

118. The Worker Vice-Chairperson amended *[to reach environmental and social sustainability]* after “use trade and investment policies to”. The Employer Vice-Chairperson agreed if also the word *[economic]* would be added after “environmental” in order to reflect the three sustainable development pillars. The paragraph was agreed as amended.

119. The Chairperson stated that the discussion on policy area “III. Macroeconomic and growth policies” was concluded.

IV. Industrial and sector policies

120. The Chairperson underlined that in the transition to environmentally sustainable economies and societies, shifts of output and employment would occur among and within sectors, due to economic restructuring. Some sectors would be more affected than others considering the specific national and regional contexts, whilst those directly depending on natural resources, like fishing and forestry, were more likely to change. Energy-intensive industries would be affected due to changing prices and environmental policies and regulations. Industrial and sectoral policies could be a powerful instrument for the stimulation of growth in green products and services, as much as they can be instrumental in helping to improve the environmental and employment performance of existing businesses.

Governments and social partners should:

121. The Chairperson, after consulting with the Office, suggested amending the subheading as *[Governments, in consultation with social partners]*. The Government expert of Germany stated that in his country, other stakeholders were involved in setting regulations and subamended *[and other stakeholders]* after “partners”. The Worker Vice-Chairperson expressed concerns that the subamendment altered the essence of tripartism. The Government expert of Brazil replied that reference to other stakeholders was already made

in the 2013 ILC conclusions, hence assumed this would be acceptable in the guidelines as a matter of course. The Worker Vice-Chairperson remained reluctant referring to other stakeholders for the specific policy area; rather, it was the role of social partners in each country to identify the most appropriate actors to be involved at industrial or sectoral level. The Government expert of Germany referred to the case of Germany where non-governmental institutions, government organizations and research institutions, among others, had been involved in the environmental policy debate in view of their specific knowledge and value added. The Worker Vice-Chairperson concurred on the need of involving other stakeholders in the environmental debate, but such a reference would be more appropriate in other sections of the policy guidelines.

- 122.** The Chairperson asked the Government experts whether, by not including “and other stakeholders” in the subheading, the guidelines would prevent consultations to happen at country level. The Government expert of Germany responded that the addition of “other stakeholders” was not meant to undermine social dialogue, but rather to underline that other partners, in addition to social partners are needed to discuss, design and implement environmentally sound policies.
- 123.** The Employer Vice-Chairperson referred to the guiding principles included in the 2013 ILC conclusions, stating that extended consultations would have been conducted at country level, as part of nationally driven, just transition processes. The focus in the subheading on social partners would not preclude governments from engaging in multi-stakeholders consultations where considered appropriate. The Government expert of Germany reiterated his amendment to include “other stakeholders”. The Worker Vice-Chairperson did not agree. The representative of the International Trade Union Congress (ITUC) added that the relevance of other stakeholders was not questioned, but that tripartism should have been the core driver of industrial policy-making. Besides, it was felt inappropriate to refer to the engagement of actors that were not part of the ILO Meeting of Experts.
- 124.** The Secretary-General suggested referring to governments and omitting any reference to consultation with social partners and other stakeholders in the subheading. The Employer Vice-Chairperson disagreed with the proposal and reiterated the importance of having social dialogue as a guiding principle throughout the various policy areas. The Chairperson suggested including the reference to “other stakeholders” in paragraph 8(c). The Government expert of Brazil agreed and amended [*other stakeholders*] to add either at the beginning or at the end of paragraph 8(c). While accepting this amendment the Worker Vice-Chairperson expressed reluctance to go through the whole document to identify where the reference to “other stakeholders” could fit too.
- 125.** The amendment to end the subheading after “social partners” was agreed. The amendment to add [*also in consultation with other stakeholders*] at the end of subparagraph (c) was agreed.

Paragraph 8(a)

- 126.** The Worker Vice-Chairperson proposed deleting the subheadings “At policy formulation stage” and “At policy implementation stage”. This was agreed as proposed.
- 127.** The Worker Vice-Chairperson [*set goals for the continuous improvement in the social, economic and environmental sustainability of the sectors and design*] at the start of paragraph. The Government expert of Brazil amended [*all sectors*] instead of “each sector”. The paragraph was adopted as amended.

Paragraph 8(b)

128. The Worker Vice-Chairperson amended to replace “policies” with *[environmental, climate change and just transition policies]* after “implementation of”. The Employer Vice-Chairperson subamended *[social, economic and]* before “environmental”. The Worker Vice-Chairperson explained that sectoral policies were very important to climate change and a just transition. The Government expert of Brazil agreed with the amendments and suggested deleting “prerequisite”. The Employer Vice-Chairperson did not agree with the inclusion of “climate change” as this could not be effectively addressed at sectoral level. The Worker Vice-Chairperson argued that climate change could only be addressed at sectoral level, as investments and the ensuing workers’ adjustments were happening sector by sector. The Secretary-General added that the OECD and ILO converged on the expectation that between eight and ten sectors would be most affected by climate change. The Employer Vice-Chairperson subamended *[for the successful implementation of just transition policies, including but not limited to climate change]*. The Government expert of the United States feared that the amendments would somehow limit the guidelines. The Employers’ group concurred with this view and sub-subamended *[for the successful implementation of social, economic and environmental policies including but not limited to climate change]*. The paragraph was agreed as amended.

Paragraph 8(c)

129. The Employer Vice-Chairperson amended *[establish incentives, mandates and, where necessary, regulations to stimulate demand, investment and development of markets for goods and services for the greening of national economies]* to replace the entire paragraph. The Government expert of Brazil suggested the deletion of the word “national”. He pointed out that in his country, the Government and social partners were indeed involved in establishing regulations. The Worker Vice-Chairperson argued that successful policies needed to be pitched at sectoral level and therefore wanted to retain the reference to “sectors and sub-sectors”. The Employer Vice-Chairperson agreed and subamended *[relevant]* to replace “particularly important”. The paragraph was agreed as amended.

Paragraph 8(d)

130. The Worker Vice-Chairperson amended to delete “are time-bound and phased out over time in order to minimize market and price distortions”. Based on the experience in the United States, the provision of time-bound incentives was not conducive to maintain constant levels of productivity in the energy sector. The Government expert of Brazil amended *[promote]* to replace “ensure” at the beginning of the sentence and add *[that]* before “incentives”. He did not agree to delete “minimizing market and price distortions”. The Employer Vice-Chairperson expressed agreement with the Government expert of Brazil, with the exception of proposed *[promote]* instead of “ensure”, as such a change would weaken the predictability of the suggested policy instruments. The Secretary-General suggested applying an active tense as in *[use policy instruments for market creation and incentives in a stable ...]*. The Government expert of Brazil amended *[give clear signals to investors]* to replace “give certainty”. The paragraph was agreed as amended.

Paragraph 8(d)bis

131. The Worker Vice-Chairperson amended to insert a new subparagraph *(d)bis [anticipate the impact on employment of the application of goals described in paragraph 8(a), secure workers livelihoods and ensure investments are redirected towards industries, regions and communities which might face the hardest impacts]*. The Employer Vice-Chairperson

questioned the feasibility of securing workers' livelihoods and did not comprehend the suggested paragraph. The Worker Vice-Chairperson clarified that the purpose was to raise understanding on ways livelihood security could be improved. The Government expert of Brazil subamended [*pay special attention to industries, regions and communities and workers' livelihood which might face the hardest impact*] to replace the Workers' amendment. The Government expert of the United States asked for clarity about "impact". The Worker Vice-Chairperson stated they meant "the hardest impact of the applications of the goals described in (a)". The Government expert of Brazil did not agree on making this linkage and subamended [*of the transition*] after "impacts". The Employer Vice-Chairperson agreed with the subamendment and sub-subamended [*experience*] to replace "face". The Worker Vice-Chairperson agreed with the changes but found that the paragraph was still missing a reference to investments. The Government expert of the United States suggested that "reorient or redirect investment" could have been added after "pay special attention and". The Worker Vice-Chairperson sub-subamended [*support investment*] to express that investments were still needed before being reoriented. The Government expert of Brazil stated that investment-related issues were better addressed separately. The Employer Vice-Chairperson concurred that "pay special attention" could include redirecting investment without explicitly referring to it. The new paragraph was agreed as amended.

Paragraph 8(e)

132. The Employer Vice-Chairperson amended [*undertake steps and design measures to combat informal and hazardous work particularly in the waste management and recycling sectors*]. The Worker Vice-Chairperson stated that he did not agree to omit "facilitate formalization", as this was an important goal recently adopted by the ILO. The Government expert of Brazil subamended [*undertake steps and design measures to facilitate formalization and promote decent work, particularly in the waste management and recycling sectors*], stating he wished to include proactive language. He clarified that the ILO uses the term "formalization" to refer to the formalization of both workers and enterprises. The Employer Vice-Chairperson objected to make the paragraph too specific on waste management. The Government expert of Brazil said that there were high levels of informality in waste management and that the goal in this case was to formalize both workers and economic units including enterprises in this sector.
133. The Employer Vice-Chairperson rephrased the paragraph as [*undertake steps and design measures to facilitate formalization and decent work, particularly in the waste management and recycling sectors*]. The Employer Vice-Chairperson subamended [*but not limited to*] before "the waste management sectors". The Government expert of Brazil sub-subamended [*and recycling*] after "management". The paragraph was agreed as amended.

Paragraph 8(f)

134. The Employer Vice-Chairperson amended [*enterprises and workers in sectors ...*] after "support". The Government expert of Brazil objected as enterprises were addressed in another, dedicated policy area of the guidelines and the focus of the current paragraph was to support workers. The Worker Vice-Chairperson supported the amendment. The Government expert of Brazil reiterated that those who required support in sectors negatively impacted by greening policies were the workers, not enterprises. The Employer Vice-Chairperson observed that the mentioning of "other appropriate measures" than social protection made it important to include enterprises. The Government expert of Brazil said that "social protection" already encompassed unemployment insurance and benefits and therefore amended to delete "unemployment insurance and benefits". He

further amended deleting “greening policies” since it is the green transition that may negatively impact workers and sectors, not the “greening policies”. The point was that if transitions were managed properly, workers would not be negatively affected. The Worker Vice-Chairperson then amended [*social protection including unemployment insurance and benefits ... to sustainable development policies*]. The Government expert of Germany argued that referring to enterprises was not appropriate as some would cease to exist and new enterprises would be created as part of the transition. The Employer Vice-Chairperson subamended to remove “policies” after “development”. She urged the experts to accept the inclusion of “enterprises”. The Workers’ group did not agree while the Government group accepted. The paragraph was agreed as amended.

Paragraph 8(g)

135. The Government expert of Brazil amended [*consider ratifying*] to replace “ratify”. He questioned whether all issues mentioned in the paragraph were covered in the Appendix to the 2013 ILC conclusions. The Chairperson suggested considering removing specific references to “environmental sustainability”, “conditions of work”, “occupational safety” and replace it by a reference to the 2013 ILC conclusions. The Government expert of Brazil suggested reflecting the need to address sector-specific policies. The Worker Vice-Chairperson subamended [*ratify or implement*] and proposed to add [*being mindful of the needs of specific sectors*] after “migration”. The Government expert of Brazil was concerned that the included instruments could not necessarily be ratified by governments. The Government expert of the United States observed that the guidelines could not possibly require governments to ratify standards and sub-subamended [*consider ratifying and implementing*]. The Government expert of Mauritius sub-sub-sub-subamended [*consider ratifying or otherwise implementing*], referring to the varying capacity of governments to effectively implement policies. The Government expert of Kenya said that ratification is done in accordance with national circumstances and abilities, and that governments cannot be compelled to ratify. He supported “consider ratifying”.
136. The Employer Vice-Chairperson suggested deleting the paragraph. The Worker Vice-Chairperson did not agree and reiterated the importance of referring to specific sectors. He accepted the modification “consider ratifying”. The Employer Vice-Chairperson concurred with the focus on application in specific sectors. She sub-sub-sub-subamended [*consider ratification with the aim of implementing ...*]. The paragraph was agreed as amended.

Paragraph 8(h)

137. The Employer Vice-Chairperson amended [*establish and strengthen institutional and technical capacities of subnational authorities at the regional and local levels to guide the transition to greener activities*]. The Worker Vice-Chairperson amended [*economies*] to replace “identity”. The Employer Vice-Chairperson subamended to end the paragraph after “change”. The Government expert of Brazil suggested the deletion of “greener activities” as the just transition implied much more. The Worker Vice-Chairperson argued that, in many instances, efforts needed to be focused on regional solutions and argued to maintain the reference. Subparagraph (h) was agreed as amended. At a later stage, the paragraph was moved to “Policy coherence and institutional arrangements” as new paragraph 1(f) upon the suggestion by the Office.

V. Enterprise policies

138. The Chairperson stated that enterprises played a key role in the transition to environmentally sustainable economies and societies as they were the main driver of employment and wealth creation. At the same time, they contributed to resource depletion, pollution and global warming. The objective of enterprise policies was to enable the creation of new and sustainable enterprises as well as the improvement of existing enterprises in ways that contributed to resource efficiency, eco-innovation and the expansion of markets for environmental goods and services. Micro-, small and medium-sized enterprises (MSMEs), which provide two-thirds of all jobs globally, faced specific challenges and required particular attention. A wide range of policies and policy instruments were needed for enterprises and the workers to contribute to the transition to environmentally sustainable economies and societies.

Governments and social partners should:

139. The Employer Vice-Chairperson amended to insert three new paragraphs before paragraph 9(a)bis [*Provide an enabling environment for sustainable enterprises based on assessments and social dialogue in line with the 2007 conclusions and the 17 policy areas defined in it*]; subparagraph (a)bis bis [*creating an enabling regulatory environment through, among others, removing administrative burden through businesses to enhance productivity, create jobs and promote decent work while complying with social, economic and environmental regulations*]; subparagraph (a)bis bis bis [*Consider fiscal and tax reforms that balance the cost of compliance and shift taxes and levies in order to prevent adverse environmental impact*].

140. The Government expert of Brazil amended adding [*as referenced in the ILC conclusions 2013 (Appendix 1)*] which also included a reference to the 2007 ILC conclusions. He suggested indicating more clearly what governments' responsibilities were. The Worker Vice-Chairperson agreed but thought subparagraph (a)bis bis bis was repetitive of what was described in the previous policy sections. He did not support amending subparagraphs (a)bis and (a)bis bis as they were merely reflecting certain points of the 17 policy areas of the 2007 ILC conclusions and not its entirety. The Employer Vice-Chairperson replied that the amendment referred to instruments agreed in the 2007 ILC conclusions, notably the reference to the cost of compliance and text on the regulatory environment. The Worker Vice-Chairperson acknowledged this point of view but maintained that she did not support the reference to a few selected instruments only. The Employer Vice-Chairperson recalled that the amendments were to replace paragraph 8(b) and that more amendments could be added. She underlined that an enabling environment and the costs of compliance were essential to consider in respect of greening of enterprises.

141. The Government expert of Mauritius supported the amendment by the Employer Vice-Chairperson in order to strengthen the sequencing of the paragraphs. The Government expert of Brazil suggested merging the second amendment (a)bis bis with (a)bis) and deleting the part on the "tax burden for enterprises" as this was not the only effect of tax reform. The Worker Vice-Chairperson reiterated that the 2007 ILC conclusions could be included as a reference to all 17 policy areas and end the amended paragraph after (Appendix 1). She also felt that amendment (a)bis bis was sufficiently covered in the section on macroeconomic policies. The Employer Vice-Chairperson opposed limiting the amendment (a)bis, explaining that the costs of compliance with environmental regulations were linked to informalization. The regulatory environment was critical to keep those costs manageable and balanced by shifting them to the environmental burden. The Government expert of Brazil suggested removing "administrative burden". Paragraph 9(a)bis was agreed as amended. Paragraph 9(a)bis bis was not accepted.

142. The Employer expert of Colombia highlighted the importance of good regulatory support. More than 500 companies in Colombia had been supporting the transition by implementing environmental programmes including recycling harmful waste. The many administrative hurdles and lack of regulatory support had prevented them from achieving success, despite attempts to apply legal provisions similar to those in the European cement industry.
143. The Government expert of Mauritius proposed subparagraph *(a)bis* to be followed by subparagraph *(a)ter*. The Worker Vice-Chairperson agreed and subamended [*Government ... undertake consultations on fiscal and tax reforms and on the best means to enhance compliance with environmental taxes and levies*]. The Employer Vice Chairperson agreed. The Government expert of Brazil concurred with the subamendment as a new paragraph but also felt the issue should be dealt with in another section of the guidelines. The Employer Vice-Chairperson stated that subparagraph *(a)bis bis* signalled the need for regulations and legislations, hence there was also a need for seeking compliance. The Secretary-General proposed to consider new subparagraph *(a)ter*) [*Put in place fiscal and tax reforms which best enhance compliance to environmental taxes and levies*]. The Government expert of Brazil sub-subamended [*Consider*] to replace “Put in place”. The new paragraph was agreed as amended.

Paragraph 9(a)

144. The Worker Vice-Chairperson amended to add [*cooperatives*] after “businesses”. The Government expert of Brazil amended [*to strengthen climate resilience*] to replace “climate-proof infrastructure” as resilience covers infrastructure and other aspects of climate proofing. The Employer Vice-Chairperson agreed but considered how business associations could be best linked to policies. She amended [*Policies and plans should be developed in consultation with business associations*] at the beginning of the second phrase. The Employer Vice-Chairperson did not concur with the reference to cooperatives as amended and suggested to use [*MSMEs*] instead. The Worker Vice-Chairperson explained that cooperatives were among the most vulnerable to climate change. He said that if the Employers included cooperatives in MSMEs then he would agree. He then amended [*workers’ organizations*] after “business associations”. The Chairperson wondered whether “social partners” in the chapeau already included “workers organization”. The Employer Vice-Chairperson agreed with the amendment of the Workers and subamended [*workers’ organizations and other stakeholders*]. The Government expert of Brazil proposed to revert to the issue of cooperatives when discussing paragraph 9(b). The Worker Vice-Chairperson underlined that the 2013 ILC conclusions included cooperatives along with other stakeholders. The Government expert of Brazil agreed but felt the issue of cooperatives needed to be dealt with in subsequent paragraphs. The Employer Vice-Chairperson concurred and also pointed to paragraph 9(c). The paragraph was agreed as amended.

Paragraph 9(b)

145. The Government expert of Brazil amended deleting “regulatory and non-regulatory”. The Employer Vice-Chairperson sought clarification from the Office on the meaning of non-regulatory frameworks. The Secretary-General explained an enabling environment included provisions for infrastructure, business development services and access to finance. While there would be regulatory aspects involved, the services for these would be referred to as non-regulatory. The Employer Vice-Chairperson proposed keeping the original paragraph. The Worker Vice-Chairperson pointed out that, based on the explanation given by the Office, the matter was already included in paragraphs 9(c) and 9(f). The paragraph was agreed as amended.

Paragraph 9(c)

146. The paragraph was agreed as proposed.

Paragraph 9(d)

147. The Worker Vice-Chairperson amended adding [*in cooperation with workers' organizations*] after “advice and services”. The Chairperson pointed out the possible duplication as “social partners” was referred to in the chapeau of the policy section. The Worker Vice-Chairperson responded that it was important to mention this at the enterprise and local level. For the record, the Government expert of Brazil stated that the empowerment of the rural sector was not given much attention as compared with the urban setting. The Employer Vice-Chairperson felt reference to social partners in the chapeau covered all paragraphs and was opposed to adding “in cooperation with employers’ and workers’ organizations”. The paragraph was agreed as amended.

Paragraph 9(e)

148. The Worker Vice-Chairperson amended [*support for innovation and technology sharing to enable a rapid transformation of energy and manufacturing companies along with all other economic sectors*] at the end of the paragraph. The Employer Vice-Chairperson asked for clarification from the Workers’ group on what exactly they meant by “sharing of technology and innovation”. The Worker Vice-Chairperson argued that best practices would guide other companies and businesses in the transformation. The Employer Vice-Chairperson subamended [*support for innovation and sharing of best practices to facilitate the just transition to environmentally sustainable economies*]. The Worker Vice-Chairperson wished to maintain “rapid transformation of energy and manufacturing companies along with other economic sectors” or to add [*in particular the transformation of energy and manufacturing companies*] after “economies”. The Worker Vice-Chairperson explained that their idea was to provide support to the energy and manufacturing companies which were in sectors critical for the just transition in view of their high GHG emissions. The Employer Vice-Chairperson did not see the need to have specific sectors mentioned in the paragraph.

149. The Government expert of the United States proposed removing or rephrasing the reference to “technology transfer mechanisms”. The Worker Vice-Chairperson did not agree to omit “technology transfer”, as this could include assistance to workers in the transition process. The Secretary-General confirmed that technology played an important role in the transition process, but that the term “technology transfer” could evoke other international discussions. Instead, he suggested “support access to technology”. The Government expert of the United States amended [*facilitating access to technology*]. The Government expert of Brazil objected to the amendments and stressed the importance of keeping an explicit reference to “technology transfer” into the text of the paragraph. He amended a new paragraph 9(e)*bis* [*at the international level, strengthen international cooperation to this end, including promoting the development, transfer, dissemination and diffusion of environmentally sound technologies to developing countries on favourable terms, as mutually agreed*]. He stated that he supported previously amended paragraph 9(e). The Government expert of the United States asked to put in brackets in both subparagraphs (e) and (e)*bis*. The Worker Vice-Chairperson asked to confirm agreement on the first part of subparagraph (e) as amended [*provide assistance to management and workers in transitioning business operations away from high-carbon, high-polluting and resource-intensive operations*] and to confirm bracketing “such support should include facilitating access to technology, support for innovation and sharing of best practices to facilitate the just transition to environmentally sustainable economies”. The

Chairperson confirmed bracketing the second part of paragraph 9(e) and the bracketing of paragraph 9(e)bis.

Paragraph 9(f)

- 150.** The Worker Vice-Chairperson proposed amending [*Provide financial incentives (grants, low-interest loans and tax incentives) for business leading to the adoption of environmentally sound practices, including on energy saving and efficiency measures, all within the framework of the accomplishment of the Decent Work Agenda and the creation and retention of employment. Make full use of public procurement and strategic and targeted local content requirement to promote sustainable products and services, support the growth of a sustainable manufacturing sector which creates decent work including for women workers and enable access for MSMEs and cooperatives to become suppliers*] as a new paragraph. She intended to acknowledge and express support to companies that were already leading in combining environmental sustainability with the Decent Work Agenda.
- 151.** The Employer Vice-Chairperson disagreed as the original meaning of paragraph 8(f) would change fundamentally. She also objected to qualifying incentives to be provided to specified companies and sectors only. Moreover, the promotion of decent work was not supposed to be the prime purpose of those incentives. The Government expert of Brazil, proposed including, in the new paragraph, a reference to clean sources of energy. The background report of the Office had dealt with this topic but it was missing from the proposed guidelines. He added that access to energy was a main concern among MSMEs, hence a crucial area of support.
- 152.** The Worker Vice-Chairperson stated that the promotion of decent work should be included in all aspects of the just transition framework. Based on recent innovative experiences in some countries, companies that complied with both environmental regulations and the Decent Work Agenda should be held up as inspiring examples. The Employer Vice-Chairperson reiterated that incentives were not meant to be oriented towards the promotion of decent work. The Government expert of Brazil sub-subamended [*provide financial incentives for businesses adopting environmentally sound practices, including on energy savings, efficiency measures and measures targeted at the cleaning of sources of energy*]. The Employer Vice-Chairperson requested more clarity about “measures targeted at the cleaning of sources of energy”. The Government expert of Brazil reformulated the amendment as [*measures targeted at clean sources of energy*]. He explained that the Office report referred to energy efficiency and the share of different sources in total energy use, the so-called “energy mix”. In order to avoid limiting the incentives to some sectors only, the Employer Vice-Chairperson suggested rephrasing [*including, but not limited to*] before “energy saving”. The paragraph was agreed as amended.
- 153.** The Chairperson reverted to the bracketed text of paragraph 4(d). The Worker Vice-Chairperson amended [*Promote the inclusion of specific environmental provisions through collective bargaining and agreements at all levels and where appropriate a concrete way of facilitating cooperation between employers’ and workers’ organizations and encouraging them to comply with environmental regulations including but not limited to emission reductions meeting company objectives regarding sustainability and develop the training of workers and managers*]. The paragraph was agreed as amended.
- 154.** The Chairperson proceeded to the bracketed text in paragraph 9(e). The Employer Vice-Chairperson amended [*Provide assistance to management and workers in transitioning business operations away from high-carbon high-polluting and resource-intensive operations, such support should include technology transfer mechanisms on favourable terms as mutually agreed, as well as support for innovation and sharing of*

good practices to facilitate the just transition to environmentally sustainable economies]. The paragraph was agreed as amended.

- 155.** The Chairperson proceeded to the bracketed text in paragraph 9(f). The Worker Vice-Chairperson amended [*respecting economic and social sustainability*] to add to the paragraph and to delete the section on the Decent Work Agenda. The paragraph was agreed as amended.
- 156.** The Chairperson proceeded to the bracketed text in paragraph 9(f)*bis*. The Worker Vice-Chairperson explained that the two policy instruments mentioned that “procurement” and “local content requirements” were relevant for the transition to cleaner energy in countries like South Africa. If investments in energy were to stimulate local sustainable development, local firms needed to be included. In the past, investments had often been based on imported technologies which limited local value-added creation. The Employer Vice-Chairperson concurred that local procurement may be effective in some countries but that this may not be applicable to all national contexts; indeed, the requirement of local content could hinder the transition to green economies if green technology was not available locally. Policy guidelines with global outreach should not prescribe local content requirements. The Worker Vice-Chairperson agreed to omit the reference to “strategic and targeted” in “local content requirement”. The Employer Vice-Chairperson amended [*Enable access for enterprises in particular MSMEs and cooperatives to become partners in the value chain*] at the end of the paragraph. The Worker Vice-Chairperson suggested [*participants*] instead of “partners”. The Government expert of Brazil questioned the reference to “enterprises” in the paragraph of the value chains, as all enterprises were typically suppliers. The Worker Vice-Chairperson explained that many local enterprises and notably small enterprises have a challenge to participate in value chain. The Government expert of Brazil maintained to delete “enterprises”. The Employer Vice-Chairperson stated that “enterprises” was indispensable. The Government expert of Brazil and from South Africa subamended [*enable access enterprises in particular MSMEs and cooperatives to become participants in the procurement processes*]. The paragraph was agreed as amended.

Paragraph 9(g)

- 157.** The Worker Vice-Chairperson proposed removing the footnote. This was agreed. The Employer Vice-Chairperson amended [*with a view to promote formalization and awareness of social, economic and environmental policies*] after “informal” and proposed deleting the remainder of the paragraph after “in this context”. The Worker Vice-Chairperson agreed with the first amendment but did not support deleting the reference to the cooperative model. The Employer Vice-Chairperson explained that there were many models and tools available; making reference to just the cooperative model would be confusing. The Government expert of Brazil amended to add [*formalization*] before “programmes” and maintain the reference to cooperatives. The Employer Vice-Chairperson argued that the last sentence had become obsolete as it referred to a deleted footnote. The Secretary-General explained that the Office had collected evidence at country level on effective ways to help informal workers to formalize as experienced through the cooperative model in Brazil and South Africa. ILO Recommendation No. 193 concerning cooperatives provided similar guidance on good practices. The Government expert of Brazil subamended to remove “formalization” before “programmes”, as this was repeated in the same phrase. He supported the inclusion of “cooperative model”, particularly in the context of informal green jobs. The Employer Vice-Chairperson expressed her support, as cooperatives were particularly relevant in the context of formalization. The paragraph was agreed as amended.

In alignment with the other policies for a just transition, governments and social partners should:

Paragraph 10(a)

158. The Worker Vice-Chairperson amended [*transitioning*] to replace “restructuring”. The Government expert of Brazil asked whether the paragraph referred exclusively to skills. The Secretary-General explained that the guidelines reflected the need for integrated policies, hence all paragraphs were cross-referenced in principle and could not be analysed in isolation. The paragraph was agreed as amended.

Paragraph 10(b)

159. The Worker Vice-Chairperson observed that the issues in the paragraph had already been dealt with and proposed removing the entire paragraph. The paragraph was deleted.

Paragraph 10(c)

160. The Worker Vice-Chairperson suggested removing the paragraph, as financial commitment had already been analysed. The Employer Vice-Chairperson did not agree. The Government expert of Germany amended [*consider providing*] at the beginning of the paragraph as financial and technical support were not granted. The Worker Vice-Chairperson argued that, if kept, then “social partners” should be deleted from the heading of paragraph 10, as the provision would be governmental responsibility. The Secretary-General proposed to review and reorganize, at a later stage, the paragraphs referring to the exclusive or shared responsibility of governments. The paragraph was agreed as amended.

Paragraph 10(d)

161. The Worker Vice-Chairperson amended [*for enterprises and workers facing restructuring due to changes related to the transition to environmentally sound economies and societies for all*] after “measures”. The Government expert of Brazil subamended [*seriously affected by restructuring*] after “workers”. The Employer Vice-Chairperson subamended [*transitioning*] to replace “restructuring”. The Employer Vice-Chairperson wondered what kind of support was meant; in her view it was aimed specifically at enterprises. The Worker Vice-Chairperson underlined that support should go beyond training and reskilling as referred to in paragraph 10(a). The paragraph was agreed as amended.

Paragraph 10(e)

162. The Worker Vice-Chairperson amended [*in line with decent work*] at the end of the paragraph. The Employer Vice-Chairperson amended [*knowledge sharing and mutual advice aimed at improving resource and energy efficiency, reducing waste, and applying safe and clean technologies and working methods that promote decent and productive jobs*]. The Worker Vice-Chairperson subamended removing “productive”. The Worker Vice-Chairperson amended subparagraph (e)bis [*promote the adoption by enterprises of long-term zero emission policies, as a means to insert each company in a sustainable trajectory, and engage workers and their representatives on the means of achieving that goal while protecting employment*]. The Government expert of Brazil amended (e)bis [*enhance cooperation initiatives including but not limited to South–South cooperation, particularly in the areas of low-carbon agriculture, biofuels capacity building and*

reforestation activities] in an effort to support cooperation and the fostering of a culture of dialogue.

- 163.** The Employer Vice-Chairperson supported subparagraph *(e)bis bis* but disagreed with subparagraph *(a)bis*. She argued that “workplace cooperation” clearly referred to a dialogue between workers and employers within enterprises, and that this was already adequately included. The Worker Vice-Chairperson subamended [*trade unions or workers’ organizations should*] at the beginning of subparagraph *(e)bis* in order to express a commitment on the part of the workers and not necessarily of governments and/or both social partners. The Employer Vice-Chairperson responded that, in her view, independent worker initiatives should be addressed outside the present tripartite guidelines. The Worker Vice-Chairperson underlined that enterprises were relevant for commitments by workers to pursuing zero-carbon policies through collective bargaining. He concurred that the document should serve all parties and that she was willing to accommodate a commitment towards promoting the transition made exclusively by employers. The Employer Vice-Chairperson stated that she could consider including specific constituents’ interventions in the introductory and/or concluding sections of the guidelines – but not in a paragraph. The Chairperson recommended bracketing the issue and suggested a bilateral discussion.
- 164.** The Worker Vice-Chairperson sought clarity about “biofuels capacity building” in amendment *(e)bis bis*. The Government expert of Brazil explained that the intention was to build capacity for biofuels production and utilization. The Government expert of the United States subamended [*in low carbon sectors*] instead of “biofuels” or any other particular sector. The Worker Vice-Chairperson sub-subamended [*renewable energy*] instead of “low carbon sectors”. The Government expert of Brazil argued incorporating a rural dimension in the otherwise urban-oriented guidelines. The Secretary-General suggested “low carbon, climate resilient agriculture, renewable energy, restoration of natural resources and reforestation activities” to emphasize rural interventions.
- 165.** The Employer Vice-Chairperson stated that this paragraph was better suited for another section of the document, as the focus of this section was on enterprises. The Government expert of Brazil underlined that, although this section was about enterprise policies many relevant rural initiatives were undertaken jointly with governments and the second part dealt with cross-references. In any case, he could consider moving subparagraph *(e)bis bis* to another section of the guidelines. In response, the Secretary-General suggested placing amendment *(e)bis bis* as part of paragraph 2(d), policy and institutional arrangements. He suggested “promote cooperation at various levels”, referring both to inter-government and private sector cooperation. This proposal was incorporated. Subparagraph *(e)bis bis* was agreed and moved as amended.

VI. Skills policies

- 166.** The Chairperson stated that without skilled workers and competent enterprises, the transition to environmental sustainability will be neither technically feasible nor economically viable. She stressed it was therefore important to anticipate skills needs and avoid skills shortages, and ensure skills development as part of comprehensive pro-employment strategies. She said skills policies are needed to match demand for skills in the labour market and to help workers and enterprises adjust to changes, including through reskilling and lifelong learning. She referred to how effective social dialogue can help to coordinate labour market needs and to develop appropriate skills policies.

Governments and social partners should:

167. The Government expert of Brazil amended [*Skills development policies*] as the title of this policy section in order to maintain consistency with the 2013 ILC conclusions. He amended [*Governments in consultation with social partners should*] as the chapeau for the section, affirming the willingness of governments to do so.

Paragraph 11(a)

168. The Employer Vice-Chairperson amended [*support transitioning to environmentally sustainable economies by reviewing skills development policies to ensure that they support responsive training, capacity building and curricula*] to replace the proposed paragraph. The Government expert of Brazil subamended [*more*] before “environmentally sustainable economies”. The paragraph was agreed as amended.
169. The Government expert of Brazil proposed a new paragraph [*coordinating green economy investments with skills development policies and technical, vocational, education and training*]. The Worker Vice-Chairperson subamended [*coordinate skills development policies and technical vocational education and training with environmental policies and conclude agreements on skills development related to technology transfer and investment policies*]. The Government expert of South Africa sub-subamended [*coordinate skills development policies and technical and vocational education and training systems with environmental policies and greening of the economy*]. The Worker expert of South Africa explained that in South Africa there were many skills development policies and pledges by companies; however, these commitments were not often implemented.
170. The Government expert of the United States subamended to end the amended paragraph after “skills development” in order not to restrict this to technology transfer as ILO research on skills for green jobs had much broader dimensions. The Government expert of Kenya concurred not to make skills development too specific. The paragraph was agreed as amended.

Paragraph 11(b)

171. The Employer Vice-Chairperson amended [*match supply and demand for skills through business needs*] and added [*and encourage green entrepreneurship*] at the end. The Government expert of Brazil subamended [*through skill needs assessment, labour market information and core skills development, in collaboration with industry and training institutions*] and suggested the deletion of the remaining text. The Employer Vice-Chairperson replied that greening economies implied green entrepreneurship, through skills and supportive institutions. The Government expert of Brazil remarked that the green entrepreneurship was already covered elsewhere. The paragraph was agreed as subamended.

Paragraph 11(c)

172. The Employer Vice-Chairperson amended [*and alignment*] after “review”. The paragraph was agreed as amended.

Paragraph 11(d)

173. The Government expert of Brazil amended [*and collaborative*] after “responsive” The paragraph was agreed as amended.

Paragraph 11(e)

174. The Employer Vice-Chairperson sought further clarification related to the term “across borders”. She further suggested removing the remainder of the paragraph after “duration”. The Secretary-General explained that “across borders” referred to the challenge of the formal recognition of skills qualifications when workers migrated to other countries, in the absence of established systems. The Worker Vice-Chairperson referred to ILO Recommendation No. 195 on human resource development from 2004 and subamended [*promote supportive policies to enable individuals to balance their work, family and life-long learning interests*] to follow after “duration”. The Government expert of Brazil welcomed the Office’s explanation on the meaning of the term “across borders” and amended [*promote equal access to opportunities for skills acquisition for all, in particular for groups*] to be placed at the beginning of the paragraph. The skills expert of the secretariat further explained that “portability” referred to skills transfer across other occupations, whereas “mobility” meant transfer of skills across other borders. The paragraph was agreed as amended.

Paragraph 11(f)

175. The Government expert of Brazil amended [*incorporation*] after “mathematics”. The Government expert of South Africa subamended [*incorporation in the curricula*], as it was a matter of skills acquisition. The paragraph was agreed as amended.

Paragraph 11(g)

176. The Government expert of Brazil amended [*promote work related*] before “training” and amended [*jobseekers*] after “employability of” to replace the remainder of the paragraph. The paragraph was agreed as amended.

Paragraph 11(h)

177. The Government expert of Brazil sought further clarification on what was meant by “certification”. The skills expert of the secretariat explained that green skills were acquired through curricula and through specific competences for green jobs, across different occupations and training programmes. The Government expert of Brazil amended [*Formulate a holistic skills development policy to promote skills for green jobs that are coherent with environmental policies*] and proposed deleting the remainder of the paragraph. The Government expert of South Africa concurred with the addition but disagreed with the proposed deletion in relation to recognition, certification and the maintenance of generic skills for green jobs. The Worker Vice-Chairperson subamended [*through certification of skills*] after “recognition”. The paragraph was agreed as amended.

Paragraph 11(i)

178. The Government expert of Brazil amended deleting “new” as green technology is not necessarily new. The Secretary-General recalled an earlier amendment by the Government expert of Brazil in relation to [*foster per learning among enterprises and workers as well as education and training to green entrepreneurship to spread sustainable practices and the use of green technologies*]. The paragraph was agreed as amended.

Paragraph 11(j)

- 179.** The Worker Vice-Chairperson amended *[cooperatives]* after “businesses”. He further amended *subparagraph (j)bis [develop and support through public and other employment service providers, short and tailor-made courses directly linked to specific occupation and entrepreneurship opportunities related to environmentally sound investments]* and *subparagraph (j)ter [in particular in big companies groups, provide retraining and skills acquisition for workers to navigate between company branches from energy intensive to low-carbon ones]*.
- 180.** The Chairperson observed that the content of these amendments was similar to what was reflected in paragraph *14(b)*. The Government expert of the United States asked for clarification on the meaning of *subparagraph (j)bis*. The Employer Vice-Chairperson queried what was meant by “public and other employment service providers”, as well as “big companies” in *subparagraph (j)ter*; in fact, she disagreed with both amendments.
- 181.** The Worker Vice-Chairperson explained that “public and other employment service providers” refer to the broad range of existing education and training institutions. He asserted that “big companies” are often also big polluters. Workers needed skills to move from carbon-intensive to eco-friendly departments within companies, and should be given the opportunities to gain portable skills and move within companies that have been historically characterized as “dirty” industries. The Government expert of the United States subamended removing “big company groups”. She argued that the suggested actions should apply to companies of all sizes. She concurred with the point on worker mobility within a company, but was unsure as to what language would be appropriate.
- 182.** The Government expert of Brazil observed that paragraph *9(e)* already reflected the points contained in proposed *subparagraph (j)ter*. The Employer Vice-Chairperson concurred that paragraph *9(e)* refers to reskilling and portable skills. The Worker Vice-Chairperson observed that there was a distinction between movement and mobility within companies and movements between them, hence the rationale of *subparagraph (j)ter*. He conceded that paragraph *9(e)* already reflected the concern and therefore agreed to withdraw the proposed amendments. The paragraph was agreed as amended.

VII. Occupational safety and health

- 183.** The Chairperson stated that OSH was an area where a vast array of ILO standards provided essential guidance for governments, employers and workers to establish a safe and healthy working environment. She observed that, as in all other jobs, work in the green economy needed to be clean and safe. The adoption of appropriate occupational safety and health measures could in itself contribute to greener businesses and better work. For new occupations in the green economy, additional measures may be needed. The evaluation of new risks and development of preventive measures is important. Legislation may in some cases need to be updated and labour inspectors should be informed and trained.

Governments and social partners should:

Paragraph 12(a)

- 184.** The Worker Vice-Chairperson remarked on a certain discrepancy between the English and Spanish versions of the paragraph with respect to the terms “risks” and “threats”. He requested more consistency in the use of technical terms. He then amended *[environmental impacts]; [related to transition]; [protection and prevention]* and *[to ensure workers’ health and safety]* to be added to the text in different parts. The Employer

Vice-Chairperson agreed to consider the amendments but subamended [*jointly conduct*] to be added at the beginning of the paragraph and to insert [*resulting from greening operations and identify preventative measures*] to replace “environmental impacts, climate change and resource scarcity”.

- 185.** The Secretary-General clarified that there would be a number of important aspects that would be omitted if using only the term “greening operations” instead of “environmental impacts, climate change and resource scarcity”. He pointed out that temperature rise and emissions would have impacts on workers and that fisheries and other activities in the marine environment would not be included when using solely “greening operations”. The Employer Vice-Chairperson responded that, in that case, they would maintain “environmental impacts, climate change and resource scarcity”. The Government expert of Brazil sub-subamended [*climate change, resource scarcity and other risks*] and proposed to delete “green technology and investments relating to the transition”.
- 186.** The Employer Vice-Chairperson agreed to the amended [*to ensure workers health and safety*]. The Government expert of Brazil amended [*new or increased*] instead of “increased or new”. The Worker Vice-Chairperson sought clarification as to whether the Government experts were advocating for protection and preventative measures with regards to hazards.
- 187.** The Government expert of Brazil amended the chapeau [*In consultation with social partners, the government will jointly conduct*] to replace “jointly conduct”. He agreed to the amendment “protection of workers”. The Government expert of Germany opposed the deletion of “workers safety and health” as it would be unusual not to have it in the guidelines. The Government expert of Mauritius stated that the concept of green jobs was new but OSH was not. He stated it was the responsibility of governments to ensure workers safety and health; there were many systems in place already, implemented jointly with social partners. Therefore the term “jointly conduct” was appropriate in the paragraph. The Employer Vice-Chairperson agreed with the chapeau as amended.
- 188.** The Employer Vice-Chairperson raised the importance of clearly separating “risks” from “hazards”. The Worker Vice-Chairperson stated that risks included both concepts, as in the Spanish language there is only one word for them. The Secretary-General explained that “hazards” was mostly used in the United States while others used the term “risks”. He further pointed out that preventative measures should be extended beyond the workers and covering the general public. The Government expert of Germany pointed out that the title of the policy area is related to occupations, not to the broader context. The Employer Vice-Chairperson subamended [*preventive measures*], deleting “and protection”. The Worker Vice-Chairperson pointed out that the paragraph was about the health and well-being of workers. He quoted the Promotional Framework for Occupational Safety and Health Convention, 2006 (No. 187), which used the terms “hazards and risks” and proposed to do the same in the guidelines. The Government expert of Kenya stated that the context was the workplace and not workers; hazards were going beyond workers. The Employer Vice-Chairperson stated that one could not conduct an assessment of hazards, only assess risks. In response, the Worker Vice-Chairperson suggested the word “risk” to be equivalent to the word “riesgo” throughout the Spanish version of the document. The Government expert of the United States subamended [*seek to ensure to*] before “occupational safety and health”. The chapeau and the paragraph were agreed as amended.

Paragraph 12(b)

- 189.** The Worker Vice-Chairperson amended [*respect and improve*] at the beginning of the paragraph to reflect that current standards are not always honoured; the focus of this paragraph should not be limited to the development of new standards in relation to green

technology. The Worker Vice-Chairperson further suggested the insertion of the word *[related to the transition]* after “new materials”. The Employer Vice-Chairperson observed that the word “respect” before standards could create ambiguity as to the interpretation of the paragraph. The Government expert of the United States suggested that *[implement]* would be a better word. The Government expert of Mauritius suggested that the issue was circumstantial depending on the national context and subamended *[improve]*. The Worker Vice-Chairperson concurred that this would better reflect and be applicable to different country contexts. The Government expert of Brazil amended to move “awareness-raising” to the beginning of the paragraph and delete “campaigns”. The Employer Vice-Chairperson amended *[and create awareness]* after “develop”. The paragraph was agreed as amended.

Paragraph 12(c)

190. The Worker Vice-Chairperson amended *[put in to practice]* to replace “implement”. Furthermore, he suggested referring to the provision of adequate capacity building related to labour inspections. The Employer Vice-Chairperson amended *[review and adopt]* at the beginning of the paragraph. The Employer Vice-Chairperson amended *[provide adequate capacity]* at country level for labour inspections. The Government expert of the United States concurred with the amendment but the Worker Vice-Chairperson objected as the focus of the paragraph was on the practice of implementing and monitoring standards. The Government expert of Brazil subamended *[adopt and implement applicable standards and to monitor compliance]*. The Worker Vice-Chairperson agreed and amended to add *[in line with the 2013 conclusions]*. The paragraph was agreed as amended.

Paragraph 12(d)

191. The Worker Vice-Chairperson amended to include *[and other competent bodies or institutions]* after “environmental agencies”. The paragraph was agreed as amended.

Paragraph 12(e)

192. The Employer Vice-Chairperson stated they concurred with “protecting workers and the public from fatal accidents” but objected to “protection of the environment” from fatal accidents. The Secretary-General clarified that the paragraph actually referred to the ILO Convention on major industrial accidents. The Worker Vice-Chairperson objected to the word “major” and amended *[large scale]*. The Government expert of Brazil amended to delete “organizations of workers and employers” as “social partners” were already mentioned in the chapeau. The Employer Vice-Chairperson amended to delete “environment”. The Secretary-General observed that recent industrial accidents had resulted not only in fatalities but also caused major environmental contamination. The Government expert of Brazil amended *[review the coherence of policies]*. The Employer Vice-Chairperson subamended *[review the policies for coherence]*. The Government expert of Mauritius sub-subamended *[to review coherent national policies]*. The Government expert of Brazil, referring to the Preamble of the Convention, sub-subamended *[the need for a coherent approach]*. The paragraph was agreed as amended.

Paragraph 12(f)

193. The Worker Vice-Chairperson amended *[use the best available prevention, protection and safety processes]* after “promote”. The Employer Vice-Chairperson emphasized that guidelines were meant to provide guidance and amended to delete the reference to “rights”. She amended an alternative subparagraph *(f)bis [use the best available safety technologies]*

and provide the appropriate solution and response to an imminent threat of a major accident in accordance with the competent national authority]. The Government expert of Brazil subamended [*appropriate*] to replace “the best available”. The Government expert of Mauritius proposed [*strengthen the competent national authority*]. He stated that the competent national authority already had the right to suspend and the guidelines were meant to strengthen, but not to compel, enforcing the law. He objected to subparagraph (*f*)bis as OSH cannot be compromised. The Employer Vice-Chairperson underlined that guidelines in themselves could not give the government the right to suspend imminent dangerous activities but would help making national provisions towards it. The Worker Vice-Chairperson emphasized that in this context they were referring to possible imminent threats and the ability to react with urgency in relation to an imminent threat. The Government expert of Mauritius underscored that the guidelines referred to the implementation of safety procedures. The Government expert of Brazil pointed out that in Brazil measures were provided for in the legal framework in line with the Prevention of Major Industrial Accidents Convention, 1993 (No. 174), but that this may be different for those that had not yet ratified it. The Employer Vice-Chairperson further suggested the necessity to strengthen governmental capacity to provide so-called “due diligence procedures” at national level in relation to operations which pose an imminent risk. The Government expert of the United States asked for a clarification from the Employers’ group on the meaning of due diligence procedures in this context. The Government expert of Mauritius called for clear and concise wording related to “imminent threat to operations”.

194. The Worker Vice-Chairperson observed that the discussion needed to distinguish between: (i) processes to prevent threats; and (ii) processes and measures to strengthen government’s capacity to deal with imminent threats and accidents. The Chairperson proposed to bracket the paragraph and amended subparagraph (*f*)bis.

Paragraph 12(g)

195. The Worker Vice-Chairperson amended to include [*to improve prevention and security*] after “knowledge” and delete “to create more transparency”. The Employer Vice-Chairperson subamended [*safety*] instead of “security”. The paragraph was agreed as amended.

Paragraph 12(h)

196. The Worker Vice-Chairperson suggested considering the introduction of joint OSH committees to deal with environmentally related issues or adding this task to current committees. The Employer Vice-Chairperson responded that it would be difficult to establish an agenda for such committees in the current guidelines. The Worker Vice-Chairperson observed that such joint committees were already established in many countries and that they had the possibility to intervene also on environmental issues as is done in the oil and mine industries in some countries. The Government expert of the United States did not understand the mandate and role of these entities and requested clarification. The Government expert of Germany remarked that, in his country, it is the responsibility of the employers even in small companies to establish such entities. He subamended [*committees or similar structures*]. The Government expert of Brazil subamended [*provide for the setting up of such committees or structures*]. The Government expert of the United States sub-subamended [*promote or*] before “provide”. The Worker expert of the United States gave example on the links between OSH issues and the wider environment, such as in enterprises dealing with chemicals or with nanotechnology. In such cases it would be important to consider establishing joint committees. The Employer Vice-Chairperson remarked that it would be best to leave to the

workers and employers at enterprise level to decide on this issue and not include it in the current guidelines. The Worker Vice-Chairperson sub-subamended [*joint OSH committees dealing with environmental issues*]. The Government expert of Brazil amended [*and consider*] before “environmental issues”. The Government expert of Mauritius sub-subamended [*as appropriate*] as the establishment of committees would depend on the country and level of risk, among others. He also sub-subamended [*establish, promote, or provide the setting up of joint workers’ and employers’ OSH committees*] at the beginning of the paragraph. The paragraph was agreed as amended.

Paragraph 12(i)

197. The Worker Vice-Chairperson amended [*control effectively*] after “regulate” and [*and replace*] after “eliminate” hazardous materials. The Employer Vice-Chairperson objected to both amendments. The Government expert of Brazil amended [*where possible, eliminate*] after “and”. The Government experts of the United States and Germany both objected to add “replace”. The Government expert of Brazil pointed out that the issue should not be limited to “green products and processes” only and amended to delete “green”. The Worker Vice-Chairperson subamended [*monitor*] before “regulate” and concurred with the remainder of the paragraph. The Employer Vice-Chairperson observed that “regulate” included monitoring. The Worker Vice-Chairperson withdrew the amendment. The paragraph was agreed as amended.

Paragraph 12(j)

198. The Employer Vice-Chairperson amended [*assess and define appropriate*] before “legislation”. The Government expert of Brazil observed that the issue would not only cover green products and processes. The Employer Vice-Chairperson amended [*suitable*] to replace “appropriate” and [*and measures to mitigate*] before “the OSH impact”. The Worker Vice-Chairperson underlined that companies would need to assume the responsibility and mitigate the OSH impact from the design stage to the end of the product life cycle. The expert of the secretariat explained that Extended Producer Responsibility (EPR) is meant to make industry internalize the cost of recycling their products with the aim to shift the responsibility for recycling from local governments to industry. The Worker Vice-Chairperson proposed to bracket the paragraph, which was agreed.

Paragraph 12(k)

199. The Employer Vice-Chairperson amended [*include those aspects where appropriate*] at the beginning of the sentence and delete the reference to specific sectors. The Government expert of Germany concurred with this omission in order to maintain coherence with the other sections of the guidelines. The paragraph was agreed as amended.

Paragraph 12(l)

200. The Worker Vice-Chairperson amended [*ongoing*] before “training” and add [*occupational*] before “health and safety”. The Government expert of Brazil subamended [*continuous*] instead of “lifelong” or “ongoing”. The Worker Vice-Chairperson concurred, while pointing out that in the Spanish version of the text there was no need for this change. The paragraph was agreed as amended.

Paragraph 12(m)

201. The Employer Vice-Chairperson amended [*if necessary*] before “legislation” and to delete the remainder of the phrase. The paragraph was agreed as amended.

VIII. Social protection

202. The Chairperson stated that, in the transition towards more environmentally friendly economies, not all industries and workers would automatically benefit from structural changes in the economy and labour markets. In addition, climate change and resource scarcity would lead to loss of jobs and livelihoods in certain areas. Social protection could protect people from the impacts of environmental deterioration and climate change, as well as from the unintended adverse effects of policy responses. Four types of interventions could be considered to ensure a just transition: (i) protecting and restoring livelihoods; (ii) income replacement in times of transition; (iii) compensation for income foregone or for environmental services rendered; and (iv) compensation for price increases, for example related to energy. She highlighted that social protection measures are especially important in the context of informal employment relations and that the existence of a social protection floor would provide registered beneficiaries with functioning channels for receiving benefits. She reminded the Meeting that a number of existing ILO instruments were relevant to ensure effective social protection for all in the transition to greener economies.

13. *Government and social partners should:*

203. The Government expert of Brazil amended the chapeau [*Government in consultation with social partners should*].

Paragraph 13(a)

204. The Employer Vice-Chairperson recalled that the design of social protection schemes should always be undertaken in coordination with employment policies that boost growth and the facilitation of effective labour markets. Technology disruptions, as an important driver of change, would require social protection policies too. She amended [*promote and*] at the beginning of the phrase. The Worker Vice-Chairperson amended [*respecting criteria of availability, accessibility, acceptability and quality, and contributing to the goals of decent work, social inclusion and the eradication of poverty in the transition towards environmentally sustainable economies and societies for all*] at the end of the phrase. He explained that these criteria were drawn from ILO Recommendation No. 202 on social protection. The Employer Vice-Chairperson subamended [*including the criteria*], while the Government expert of Brazil sub-subamended [*meets the criteria*].
205. The Government expert of the United States asked whether “social protection floors” were similar to “social protection systems” and suggested making the text more consistent with the language of Recommendation No. 202 which used “social protection floors”. The Government expert of Brazil recalled that Recommendation No. 202 also made reference to “social protection services” which was similar to “systems”. The expert of the secretariat explained that “systems” were all-encompassing, while “floors” were more specific. The Worker Vice-Chairperson considered using “guarantees”. The Government expert of the United States reflected that a “system” would encompass the administration of those services and many other things, so she preferred remaining with agreed text on “social protection floors”. The Worker Vice-Chairperson insisted on using “systems”, while the Employer Vice-Chairperson recalled that Recommendation No. 202 was on “social protection floors”. The Government expert of the United States subamended

[establish and maintain social protection floors that meet the criteria ... as well as to promote adequate social protection systems]. The expert of the secretariat clarified that a social protection floor was always part of the social protection system and that logically a system would be established first. The Worker Vice-Chairperson preferred “systems” but agreed to withdraw the first part of the amendment “nationally defined sets of goods and services that meet the criteria of availability, accessibility, acceptability and quality”. The Secretary-General clarified that “ILO standards” meant, in fact, “internal labour standards”, and suggested including a reference to the Appendix of the 2013 ILC conclusions. The paragraph was agreed as amended.

Paragraph 13(b)

206. The Worker Vice-Chairperson amended *[and/or]* after “natural resources”. The Employer Vice-Chairperson amended *[of the transition to environmentally sustainable economies]* after “environmental challenges”. The Government expert of Brazil amended deleting “industries”. The Worker Vice-Chairperson objected to removing “environmental” before “challenges” as this would risk missing out on important industries, such as fisheries. In response, the Employer Vice-Chairperson stated that environmental challenges in themselves were not the question, but instead the transition to environmentally sustainable economies. She called for word consistency throughout the document. The Worker Vice-Chairperson then subamended *[impacts]* to replace “challenges”. The Employer Vice-Chairperson concurred and sub-subamended *[responses to environmental impacts and the challenges of the transition to environmentally sustainable economies]*. The paragraph was agreed as amended.

207. The Government expert of Brazil amended a new paragraph *(13(b)bis)* suggested by the Government expert of Indonesia: *[In doing so, also consider community growth, demographic change, sanitation, water, basic infrastructure and environmental damage in high and medium risk areas]*. The Worker Vice-Chairperson concurred, but the Employer Vice-Chairperson expressed concern that the amendment would change the focus of the paragraph away from social protection floors. The amendment was withdrawn.

Paragraph 13(c)

208. The Worker Vice-Chairperson amended *[along with other social security guarantees, established in relevant social security standards as listed in the appendix; and extending social protection guarantees and human rights to new contingencies related to the transition still not foreseen]* to be added at the end of the paragraph. The Employer Vice-Chairperson subamended to replace “promote the development and expansion” with *[explore innovative social protection mechanisms that contribute to limiting the impacts of the transition to environmentally sustainable economies]*. The Government expert of Brazil argued that the word “offsetting” was more adequate than “limiting”, as it encompassed compensation and mitigation dimensions. He further supported the “challenges to the transition” and not to limit the paragraph to climate change only. The Worker Vice-Chairperson opposed the replacing of “promote” with “explore”, as the guidelines should go beyond exploration. The Employer Vice-Chairperson then subamended to remove all text after the word “appendix”. The Worker Vice-Chairperson observed that the scale, timing and pace of unforeseen contingencies needed further exploration, which could possibly be addressed later in the guidelines. The paragraph was agreed as amended.

Paragraph 13(d)

209. The Secretary-General, responding to a request for clarification, highlighted the case of India where income transfer schemes were guaranteeing 100 paid workdays per family, alleviating poverty and enhancing resilience for livelihoods. Similar programmes had proven successful in South Africa, where public works programmes were contributing to the reduction of water consumption and better water availability. The Employer Vice-Chairperson subamended [*where applicable*] at the beginning of the phrase, as the relevance of such schemes would vary from one country to another. The Worker Vice-Chairperson subamended [*productive and sustainable assets*] to be added at the end of the phrase. The Government expert of Brazil suggested reviewing the phrase later in the context of paragraph 14(d). The paragraph was agreed as amended.

Paragraph 13(e)

210. The Secretary-General, responding to a request for clarification, explained that climate agreements were currently based on voluntary national contributions to the reduction of CO₂ emissions to enhance mitigation and adaptation; in this context, social protection measures were particularly important. The Employer Vice-Chairperson observed that the guidelines would not be relevant in countries where such voluntary contributions were not defined. The Worker Vice-Chairperson amended [*responses*] to replace “contributions in response”. The Government expert of Brazil amended [*as appropriate, into national responses to climate change*] after “measures”. The Employer Vice-Chairperson subamended [*as appropriate into national response plans to climate change action*]. The Government expert of Brazil argued that this subamendment would make the paragraph too specific and preferred maintaining the previous wording. The paragraph was agreed as amended.

Paragraph 13(f)

211. The Secretary-General clarified that the intention of the paragraph was to ensure that workers, either native or migrant, who were forced to leave the country could keep their entitlements to social protection benefits acquired in the period of employment. The Worker Vice-Chairperson confirmed that, for example, bilateral agreements existed between the United States and Mexico related to workers’ migration caused by ongoing drought. The Employer Vice-Chairperson wondered whether any best practices existed about such agreements in cases where workers’ displacements were not caused by climate change. The Government expert of Brazil amended [*in accordance with national circumstances*]. The Employer Vice-Chairperson argued that the focus of the paragraph was on displacement due to climate change. The Government expert of Brazil amended [*including those due to the transition to environmentally sustainable economies*] after “displacement” and agreed to bracket “in accordance with national circumstances”. The paragraph was agreed as amended.

Paragraph 13(g)

212. The Secretary-General clarified that the intention of the paragraph was how to mitigate against the loss of productive assets such as land, crops and cattle, among people without social protection. This was the case notably in parts of Africa and Asia where farmers and SMEs did not contribute to unemployment insurance or other social protection schemes. The Employer Vice-Chairperson wondered who would make contributions to such guarantee schemes. The Worker Vice-Chairperson amended [*public insurance mechanisms*] designed to ensure income security for workers whose jobs were affected by disasters. The Government expert of Brazil subamended [*income security*] and deleted

“public insurance”. The Worker Vice-Chairperson asked for clarification on how public income security provisions could provide for all sizes of enterprises. The Secretary-General underlined that the intention was to cover those groups that were currently outside existing income security schemes; this would concern farmers, family members, employers in MSMEs and their workers. The Government expert of Brazil subamended [*for those affected by*] after “legislation”.

Attendance of the ILO Director-General

- 213.** The Chairperson suspended the session to welcome the ILO Director-General, Mr Guy Ryder, and invited him to address the Meeting of Experts. The Director-General thanked all experts for investing time and effort in something very important for the ILO and the future of world of work. He recalled the history of the notion of a “just transition” in the context of climate change and environmental sustainability. The ILO had endeavoured to reconcile the previously held conviction that employment protection stood in contrast to achieving environmental sustainability. The 2013 ILC discussion and the World of Work Summit in 2015 had clarified the relationship between the world of work and climate change. Now the time had come to move from general recognition to practical implementation.
- 214.** The ILO had launched a number of so-called centenary initiatives to revisit key challenges in the world of work and sharpen the contribution to address these in the Organization’s second century after 2019. The outcome of the Meeting of Experts would be an important contribution to the ILO’s Green Initiative. In addition, the result would enhance the ILO’s knowledge base and international networks in the run up and success of the Climate Change Conference in Paris, December 2015.
- 215.** In response to questions, the Director-General pointed out that the Office was working towards inclusion of the notion of “just transition” in the COP21 outcome document. The guidelines could play a key role in helping constituents apply the hoped-for agreement. The ILO would continue expanding research and capacity building in order to offer evidence based policy advice. Additional resources for these efforts had to be found. The recent adoption of the SDGs clearly reflected the ILO’s values and provided new opportunities for laying out its key contribution. As the action was at the national level, it was important that governments and social partners work towards reflecting the just transition in Decent Work Country Programmes (DWCPs).

Paragraph 13(g) (cont.)

- 216.** The Chairperson continued discussion on paragraph 13(g) as amended by the Worker Vice-Chairperson [*consider the role and use of public income security mechanisms for those affected by climate-related and other environmental disasters, as well as provisions for workers whose jobs were affected by those disasters*]. The Employer Vice-Chairperson subamended [*and insurance*] after “income security”, and subamended [*in particular for farmers and MSMEs*] after “other environmental disasters”. The Government expert of Brazil sub-subamended to delete “public income security” as those schemes had to comply with national law. The Worker Vice-Chairperson objected as both income security and insurance mechanisms were needed for a just transition. The Employer Vice-Chairperson subamended [*in accordance with national legislations*]. The Government expert of Brazil recalled that the paragraph under discussion was meant to be about insurance, whereas income security had been discussed earlier in the section. The Employer Vice-Chairperson subamended [*in particular for workers, farmers and MSMEs*]. The Government expert of Brazil wondered why farmers could not also be considered “workers”. The Secretary-General confirmed that indeed anyone who works could be considered a worker.

However, it would be important to specify the groups excluded from social security schemes. The Worker Vice-Chairperson sub-subamended *[public insurance mechanisms]* and delete “workers” as they had been covered in paragraph 13(a). The Government member of Brazil observed that the word “mechanisms” was redundant. The Government member of Brazil wondered if “public insurance” included the role of contributors, which the Secretary-General confirmed. The paragraph was agreed as amended.

Paragraph 13(h)

217. The Worker Vice-Chairperson amended *[work towards the adequacy and pre-visibility of existing benefits and to]* before “formulate new social protection measures”. He also amended *[to the emergence of new social needs]* to be added at the end of the sentence. The Government expert of the United States subamended *[predictability]* to replace “pre-visibility”. The Employer Vice-Chairperson subamended *[responsive social protection measures that take into account emerging social needs]* after “to formulate”. The Government expert of Brazil sub-subamended *[innovative]* to be added before “responsive” to reflect the initial idea proposed by the Workers. The Worker Vice-Chairperson then sub-subamended *[adequate, predictable and innovative]* to replace “responsive”. The Government expert of the United States amended *[where appropriate]* after “that protect”. The paragraph was agreed as amended.

Paragraph 13(h)bis

218. The Worker Vice-Chairperson amended an additional paragraph (13(h)bis) *[ensure social protection measures are taken to compensate low-income households from the effects of increases in the price of energy and natural resources]*. The Government expert of Brazil and the Employer Vice-Chairperson both objected. The Worker Vice-Chairperson, while referring to the background report, explained how the shift to renewable energies was likely to generate a disproportionate increase in prices for low-income households. He proposed removing the word “natural” if that qualification posed a problem. The Employer Vice-Chairperson responded they preferred to refer to the agreed 2013 ILC conclusions and that the increasing prices of energy had not been included there. The Secretary-General pointed out that the discussion on energy prices was timely in the context of the current debate on sustainable development in which an ILO reference would be an appropriate input. He suggested rephrasing “considering social protection measures to compensate low-income households disproportionately affected by the effects of increases in the price of energy and commodities”. The Government expert of Brazil suggested focusing on the increase of prices in relation to the clean energy sources. He subamended *[when designing and reviewing social protection measures consider that low-income households spend a significantly higher proportion of their income on energy and on goods and services that have large amounts of energy embedded in them]*. The Worker Vice-Chairperson concurred but preferred making explicit reference to “compensation through social protection measures”. He subamended *[when designing and reviewing social protection measures]*.

219. The Secretary-General elaborated on the unintended adverse impact on the poor of taxes and subsidies. The intent of carbon tax was to reduce carbon intensity by raising the price of fuel to consumers. As energy-related expenditure generally represented a larger share of budgets of poor households, such as in Africa, the suggested compensation would rebalance this inequality. The Worker expert of Spain gave an example from his country where measures had been deployed to address the social impact of the costs of energy policies. The Government expert of Brazil gave an example from his country on compensation for similar impacts. He added that it was important to address not only income but also new patterns of sustainable consumption. The Worker Vice-Chairperson

recalled that the 2013 ILC conclusions did specifically mention “adverse distributional impacts”. The Government expert of Brazil stated that compensations would be possible when designing and reviewing social protection mechanisms especially in the context of clean energy measures. The Government expert of the United States remarked she was not agreeable to language that was relevant to very specific contexts. The Chairperson pointed out that it was precisely the aim of the guidelines to provide contextual advice too. The paragraph was agreed as amended.

IX. Labour market policies

220. The Chairperson stated that labour market policies were important as the transition to a greener economy entailed job creation, the transformation of many jobs and occupations, as well as the displacement as some workers would change job, company or economic sector would change. They included measures to influence labour demand and supply, as well as the interaction between the two. They also included initiatives linking poverty reduction directly with ecosystem protection objectives, for example targeted at poor communities depended on forest exploitation for their livelihood, enabling more sustainable business practices. She noted that effective employment services could contribute to addressing gender inequalities by providing advice and information that take into account gender-specific preferences and constraints.

221. The Worker Vice-Chairperson amended the title as [*Active labour market policies*]. The title was agreed as amended.

14. Governments and social partners should:

222. The Worker Vice-Chairperson amended an introduction to the policy section: [*Measures to apply to unemployed workers and workers at risk of losing employment due to climate change, including those in the informal labour market*]. The Government expert of the United States wondered whether students about to enter the labour market could be considered along with the unemployed. The Employer Vice-Chairperson observed that the amendment helped to define the scope of the policy section, but that it went beyond the objective of the policy area as defined in the 2013 ILC conclusions. The Government expert of Brazil remarked that the guidelines were anticipating and promoting new opportunities created by the transition; the amendment by the Workers appeared to only focus on the risks of the transition. The Employer Vice-Chairperson subamended [*Encourage sound labour market policies that support the sustainability and adaptation of enterprises in the transition to environmentally sustainable economies to facilitate access to jobs, training and respond adequately to the changing labour market*].

223. The Government expert of Brazil remarked that the subamendment could be inserted after the heading of the section “Governments and social partners should”. The Employer Vice-Chairperson concurred. The Worker Vice-Chairperson sub-subamended [*Encourage sound active labour market policies that help enterprises and workers in the anticipation of changing labour market demand, in particular unemployed workers and workers at risk of unemployment*]. The Government expert of Germany amended [*that strengthen employability of the individual*] at the end of the phrase to emphasize that active labour market policies would always pertain to workers. The Government expert of Mauritius subamended [*Governments and social partners should*].

224. The Government expert of the United States expressed doubt about the need for a contextual introduction. If maintained, she reiterated students and school leavers should also be included in the phrase. The Government expert of Brazil proposed to establish the text as a new paragraph (14(a)), considering combining both amendments. The Worker

Vice-Chairperson commented that this was broadening the scope further and requested more time for consideration. The Chairperson bracketed the paragraph.

Paragraph 14(a) and (c)

- 225.** The Worker Vice-Chairperson proposed to combine subparagraphs *14(a)* and *(c)*. He amended [*ensure an efficient*] to begin the phrase. The Employer Vice-Chairperson concurred but subamended [*promote collaboration to*]. The Government expert of Brazil observed that subparagraphs *(a)* and *(c)* were different and wished to maintain them separately. The Employer Vice-Chairperson amended a new paragraph: [*Promote collaboration between public and private employment agencies to ensure an efficient and effective delivery of ...*]. The Worker Vice-Chairperson concurred but wished to put more emphasis on the result of the collaboration. The Government expert of Brazil subamended [*promote an efficient and effective delivery of ...*] and subamended [*jobseekers and industry*] to replace “the labour market”.
- 226.** The Worker Vice-Chairperson stated that the issues in this paragraph should be addressed independently. He considered: (i) the efficient and effective delivery of services in a first paragraph; (ii) the role of public employment services in a second paragraph; and (iii) collaboration of public and private employment services in a third paragraph. The Government expert of Brazil subamended to delete “in collaboration with public and private”. The Employer Vice-Chairperson amended [*promote the efficient delivery of employment services that responds to the transition to environmentally sustainable economies while addressing the needs of the labour market*]. The Worker Vice-Chairperson subamended to add [*the needs of enterprises or workers away from the formal labour market*]. The Secretary-General suggested [*respond to the needs of enterprises and workers to the transition to environmentally sustainable economies and extends outreach*]. The Government expert of the United States sub-subamended [*extend outreach to those outside the formal labour market*]. The paragraph was agreed as amended.

Paragraph 14(a) and (a)bis

- 227.** The Employer Vice-Chairperson amended as new subparagraph *(a)bis*: [*Encourage sound active labour market policies that help enterprises and workers in the anticipation of changing labour market demands in the context of the transition to environmentally sustainable economies by facilitating access to jobs, strengthening employability and training for unemployed workers and workers at risk of unemployment in communities and industries due to climate change, resource degradation or structural change including those in the informal labour market*].
- 228.** The Government expert of Germany objected to limiting the promotion of employability to people at risk of losing jobs, as employability should be promoted well ahead and apply to all. The Government expert of Brazil asked to clarify the meaning of “risk of unemployment in communities and industries”. The Worker Vice-Chairperson replied that labour market policies should be focused on those communities and sectors likely to be more affected by the transition. The Government expert of Brazil proposed distinguishing between a part on strengthening employability and training, and the part on unemployed and vulnerable workers.
- 229.** The Chairperson reintroduced paragraph *14(a)*. The Employer Vice-Chairperson amended [*private employment service providers*] to replace “other employment service providers”, based on the assumption that business had a critical role to play in the provision of skills and competences needed in the transition. The Government expert of Brazil subamended to

delete “short and”. The Worker Vice-Chairperson agreed with both amendments and sub-subamended to delete “through the collaboration between public and private employment agencies” in the subsequent paragraph as it had been now included in the amended subparagraph (a). Subparagraph (a) was agreed as amended.

Paragraph 14(b)

230. The Worker Vice-Chairperson amended to remove “for unemployed ... across borders”, as this issue would be covered if the previous articles of paragraph 14 were approved. The Government expert of Brazil amended [*adapt*] to replace “strengthen” and to delete the remainder of the text after “jobseekers”. The Worker Vice-Chairperson subamended [*adapt and strengthen*]. The Government expert of Brazil amended removing “new opportunities in a greening labour market”. The paragraph was agreed as amended.

Paragraph 14(c)

231. The paragraph had been discussed under paragraph 14(a) and was agreed as amended.

232. Before proceeding with discussion on paragraph 14(d), the Worker Vice-Chairperson amended a new paragraph: [*provide workers with income support, retraining, and redeployment opportunities in jobs aligned to their experience and skills and consider the use of early retirement mechanisms, in line with national legislation*]. The Government expert of the United States considered that some of the elements did not belong to active labour market policies, nor with the promotion of sustainable development. The Government member of Germany objected to the stigmatization of older workers. The Worker Vice-Chairperson said that retirement security was the objective of the proposition and agreed to omit reference to the age of workers. The Government expert of Brazil subamended to limit the phrase to [*consider the use of early retirement mechanisms, in line with national legislation*]. The Government expert of the United States wondered how this was specifically relevant to sustainable development and environmental policies; she objected to this being a measure of active labour market policy. The Worker expert of Spain explained that older employees could be severely affected by industrial restructuring processes; hence they needed dedicated retirement provisions, for example in the mining sector. This contributed to a smooth transition, without facing the risk of social conflicts that could emerge from dismissals. The Government expert of the United States suggested inclusion of the amendment under social protection policies. The Employer Vice-Chairperson concurred. The Government expert of Brazil amended to insert the paragraph as 13(b) and to add [*Also consider, among others, ...*] before the phrase. The new paragraph was agreed as amended.

Paragraph 14(d)

233. The Employer Vice-Chairperson amended [*Consider supporting public works, employment programmes and employment guarantees where jobs are created directly by the government, either to re-employ, re-skill and train workers affected by the transitioning to environmentally sustainable economies, including climate change, who have been laid off due to structural or technological change or to build green climate-resilient infrastructure*] and to delete the remaining text. The Government expert of Brazil observed overlaps with paragraph 13(d) and subamended to delete “to re-employ, re-skill and train”. The Worker Vice-Chairperson insisted that the paragraph needed more details and suggested the reintroduction of the initial wording as proposed in the background document. The Government member of Brazil remarked that the measure was directed at those who had been laid off but should not be viewed as an instrument of social protection. The Worker Vice-Chairperson argued that public programmes were part of the solution.

The Government expert of Brazil sub-amended [*public works and employment programmes*]. The paragraph was agreed as amended.

Paragraph 14(e)

234. The Worker Vice-Chairperson amended [*consider the introduction of active employment policies, including in developing countries, that allow workers to access education and acquire skills that improve their employability through work experience and on-the-job training*]. The Employer Vice-Chairperson objected to deleting the reference to wage subsidies, as they were useful in targeting inexperienced young people. The expert of the secretariat said wage subsidies allowed people to re-enter the labour market and acquire new skills, hence providing a social benefit higher than the financial cost. The Employer Vice-Chairperson concurred that active labour market policies were to assist in the transition to green economies. Business had a role to play in job creation, especially for youth. For this to materialize, well-targeted wage subsidies were needed especially in the context of high unemployment rates in developing countries. The Worker Vice-Chairperson asked for examples where subsidies had proven successful. The expert of the secretariat mentioned France, where provisions were made to hire specific types of workers. This practice could prove successful in developing countries, if well-targeted. The Worker Vice-Chairperson argued that wage subsidies risked lowering labour standards and reducing employment opportunities for older workers and those with low-skill levels, who could otherwise benefit from apprenticeships. The Government expert of Germany observed that wage subsidies were successful if provided for a limited period of time. The Government expert of South Africa said wage subsidies had been experimented with in his country and sub-amended to omit the word “wage” before “subsidies”. The Worker Vice-Chairperson agreed with the proposal from the Government expert of South Africa. The Employer Vice-Chairperson expressed disagreement for the record with the removal of “wage” but in the interest of time accepted the proposal of the Government expert of South Africa. The paragraph was agreed as amended.

Paragraph 14(f)

235. The Government expert of Brazil amended as a new paragraph [*consider initiatives linking poverty eradication and ecosystem protection*]. He clarified that the background report highlighted this option under the section on labour market policies, but had not been reflected in the recommended action. The Employer Vice-Chairperson expressed doubt about how this was related to labour market policies. The expert from the secretariat explained that such provisions could be considered, both as a tool for facilitating transition and as a means to preserve and build greener infrastructure. The Government expert of Brazil remarked that the provision belonged to labour market policies. In response, the Worker Vice-Chairperson proposed to add the provision to paragraph 14(d). The paragraph was agreed as proposed.

Bracketed paragraph 14(a)bis

236. The Chairperson recalled the amendment [*Encourage sound labour market policies that help enterprises and workers in the anticipation of changing labour market demands in the context of the transition to environmentally sustainable economies by facilitating access to jobs, strengthening employability and training*]. The paragraph was agreed as paragraph 14(a) as amended.

The Government expert of Brazil amended [*those in the informal economy*] to replace “informal labour market” in paragraph 14(b). The paragraph was agreed as amended.

Part III

Preamble to the policy guidelines

237. The Chairperson introduced Room Document III which contained the text proposed by the secretariat to precede the policy areas, by way of preamble or Chapeau.
238. The Worker Vice-Chairperson amended [*At the 102nd Session, the ILC adopted a resolution and set of conclusions concerning sustainable development, decent work and green jobs putting forward a policy framework for a just transition with measures in nine key policy areas to address environmental, economic and social sustainability with the aim of minimizing job losses and maximizing new decent work. The nine policy areas are ...*], to be continued with the corresponding nine policy areas as contained in the guidelines.
239. The Government expert of Brazil amended, adding a reference to the 321st Session of the Governing Body which decided to hold the Meeting of Experts. The Employer Vice-Chairperson subamended to end the sentence after “just transition” and begin a new sentence [*The policy framework contains the following areas*]. The Government expert of Brazil proposed adapting the third paragraph to avoid repetition and adding [*hereafter referred to as the “conclusions”*]. The Worker Vice-Chairperson amended adding [*To review amend and adopt draft guidelines based on a compilation and thorough review by the Office of experiences from country policies and sectoral strategies towards environmental sustainability, the greening of enterprises, social inclusion and the promotion of green jobs*].
240. The Secretary-General stated that there was no standard way of introducing ILO policy guidelines, with some examples including a preface. The Employer Vice-Chairperson subamended the beginning of the paragraph [*On the recommendation of the Governing Body the Office convened the tripartite Meeting of Experts from 5–9 October which discussed the following issues*] and adding a footnote containing the members of the Meeting of Experts. The Government expert of the United States sub-subamended [*to discuss the intended outcomes of*] and [*Following the decision of the Governing Body*] introducing the separate objectives of the Meeting.
241. The Employer Vice-Chairperson amended adding [*The following guidelines as agreed by the experts are meant to provide practical orientation to government and social partners on how to formulate, implement and monitor the policy framework to ensure a just transition to environmentally sustainable economies for all*]. The Secretary-General remarked that the Office had included for whom the guidelines are intended. The Government expert of Brazil noted that this had already been covered in another paragraph. He added [*in accordance with national circumstances and priorities*] at the end of the amended paragraph.
242. The Employer Vice-Chairperson amended [*The following text reproduces verbatim parts of the text of the conclusions ... policy guidelines*]. The Worker Vice-Chairperson suggested bracketing the amendment until the entire section would be defined.
243. The Government expert of Brazil proposed to maintain the remaining text up to paragraph 14(3) with the list of policy areas, while clearly mentioning that the text was taken from the 2013 ILC conclusions. The Employer Vice-Chairperson agreed and suggested including a table under “Key policy areas” to obtain a comprehensive overview. The Deputy Secretary-General explained that the 2013 ILC conclusions did not contain a table but the secretariat had introduced a table in the background report presenting the

policy areas each with their stated objective. The Government expert of Brazil confirmed that an overview and background would be useful. The Worker Vice-Chairperson suggested keeping the overview in its present format and location in the text, as part of paragraph 14(3).

- 244.** The Government expert of Brazil suggested focusing on the remainder of subparagraph (3) that commenced “The 2013 ILC conclusions ...” as it contained important references to the fundamental rights. The Government expert of the United States observed a discrepancy in the last paragraph under “Background and scope” with the text of the 2013 ILC conclusions. The Employer Vice-Chairperson said that the entire paragraph reproduced verbatim the conclusions and provided the basis for the policy guidelines, so the text on rights should also be the same. The Deputy Secretary-General remarked it was important to clarify which parts of the documents were cited verbatim and which ones were not; the idea had been to mainstream references on rights throughout the guidelines. The Worker Vice-Chairperson stated that the Workers’ group would not be in a position to adopt the policy guidelines if rights were not clearly stated as an overarching principle. The Government expert of the United States suggested revising Room Document III to ensure that references to rights were made. The Employer Vice-Chairperson clarified that their intention was not to diminish the importance of rights, but to have a concise document and avoid repetitions. She amended *[that may be relevant to the just transition framework]* after “standards and resolutions”. The Chairperson concluded that there was agreement on the last paragraph of “Background and scope”, before “Our vision”.
- 245.** With respect to the paragraph at the end of paragraph 14(3), the Employer Vice-Chairperson suggested moving it up to the “Background and scope” as that text explained the reasoning behind the verbatim mentioned before. The Secretary-General observed that the original idea was to keep the same sequence and formatting as in the conclusions; the amendment would alter the consistency. The Worker Vice-Chairperson proposed keeping the paragraph as proposed, with the reference to paragraph 14(m) of the 2013 ILC conclusions highlighting international labour standards.
- 246.** The Government expert of the United States asked the Office to explain the difference between “Appendix” (in the conclusion) and “Annex” (in the policy guidelines). The Deputy Secretary-General pointed out there was no difference but the word “Annex” could be used uniquely for the guidelines. The reference to Appendix was agreed.
- 247.** The Worker Vice-Chairperson amended the last paragraph of the Room Document *[The guidelines consider international labour standards to be integral to all the policy areas]* and deleting the remaining text and figure 1. The Employer Vice-Chairperson argued that it was partially redundant with the earlier verbatim paragraph. The Government expert of Brazil proposed maintaining the text as proposed in the background report. The Worker Vice-Chairperson stated that the sentence proposed was a summary of what was proposed in the background report. The Employer Vice-Chairperson argued that the Office text in the last paragraph came from the background report and not from the 2013 ILC conclusions; hence its deletion was justified. She subamended *[The guidelines are anchored in the vision ...]*. The Worker Vice-Chairperson sub-subamended *[The guidelines also consider international labour standards to be integral to all the policy areas]*. The Employer Vice-Chairperson sub-sub-subamended *[These guidelines also consider the international labour standards that may be relevant to the policy areas]*, to avoid the wording “integral to all the policy areas”. The Worker Vice-Chairperson objected to the qualification “may be relevant” in the context of rights; instead he preferred going back to the originally proposed text. The Employer Vice-Chairperson clarified that the sentence referred to international labour standards, and not to rights. The Worker Vice-Chairperson proposed *[These guidelines also consider the international labour standards that are relevant to the policy areas]*. The Employer Vice-Chairperson stated

that the wording “may be” was consistent with the 2013 ILC conclusions. The Worker Vice-Chairperson insisted a dedicated section on rights should be added in order to be consistent with the 2013 conclusions. The Secretary-General suggested “The guidelines also incorporate/reflect the international labour standards across relevant policy areas”. The Worker Vice-Chairperson rephrased: *[The guidelines also incorporate the international labour standards across policy areas]*. The Employer Vice-Chairperson asked if that was a general reference or a specific reference to the Appendix. The Secretary-General observed that, if the intention was to be specific, then the adequate wording would have been “listed in the Appendix to the 2013 ILC conclusions” after “Standards”. The paragraph was agreed, with this last inclusion.

- 248.** The Government expert of the United States amended *[with some specific options on]* after “orientation to governments and social partners” in the second sentence of “Background and scope”. The amendment was adopted. The Chairperson suggested deleting the bracketed sentence in subparagraph (f) as that had since been inserted in the chapeau.
- 249.** The Government expert of the United States, reflecting on what had been proposed in the background report in paragraph 9(f)*bis*, amended: “where appropriate, promote sustainable products and services of enterprise in public procurement local content requirements, consistent with WTO and other international agreements, and enable access for MSMEs and cooperatives to become participants of the procurement processes”. The Government expert of Brazil amended *[consistent with WTO and other international agreements]* to be included in paragraph 7(d)(1)(ii). The Government member of Brazil observed that his country would use the guidelines only in consistency with national legislations and international agreements. The paragraph was agreed as amended.

Recommendations to give practical effect to the policy guidelines

- 250.** The Chairperson introduced Room Document II which contained the recommendations for follow up to the guidelines, which would be part of the submission to the ILO Governing Body for review and decision.

For the Organization as a whole

Bullet 1

- 251.** The Worker Vice-Chairperson wondered what was meant with decision-making institutions; the Secretary-General responded that these were any institution – international, global and national – which could influence the use of the guidelines. The Government expert of Brazil asked what was going to happen to the proposed recommendations. The Secretary-General explained that, once the Meeting had reviewed and adopted its recommendations for follow up, the document could be presented to the Governing Body to seek its advice. The Government expert of Brazil observed that such recommendations would normally be presented to the Governing Body with a few proposed decision points. The Secretary-General concurred and added that the Governing Body would only review the recommendations as formulated by the experts.
- 252.** The Government expert of Brazil proposed establishing a link with the Sustainable Development Goals and amended *[and ask them to consider making use of the guidelines in working towards a just transition, as well as in working towards achieving the Sustainable Development Goals (SDGs)]*. The Employer Vice-Chairperson observed the

guidelines would not only be related to the SDGs. She amended *[other relevant institutions]* to replace “decision-making institutions” and subamended to end the phrase “just transition”. The Government expert of Brazil reiterated institutions would start looking at ways to achieve the SDGs which were of global relevance. The Secretary-General observed that Agenda 2030 was encompassing and it would be difficult to conceive of anything beyond it. The Worker Vice-Chairperson concurred with this view saying that it was important to include the SDGs. The first bullet point was agreed as amended.

Bullet 2

253. The Worker Vice-Chairperson remarked that it was better to mention the UNFCCC than only COP21. The Government expert of Brazil amended *[bring the guidelines to the attention of international organizations and forums such as the UNFCCC, the high level political forum overseeing the follow-up and review of the Agenda 2030 and the interagency expert group on the SDG indicators]*. The Employer Vice-Chairperson subamended *[and others]* after “forum”. The Worker Vice-Chairperson subamended adding *[UNEA]*.

254. The Worker Vice-Chairperson suggested addressing the governments, although this section was entitled “For the Organization as a whole”. The Employer Vice-Chairperson amended *[Issue a tripartite call through the Governing Body to]* to start the phrase. The Government expert of Brazil remarked it would not be appropriate to issue a tripartite call through the Governing Body. The Secretary-General recalled that this had been done with the Decent Work Agenda. The Government expert of the United States subamended *[request the Governing Body to ask the Director-General]*. The Government expert of Brazil sub-subamended *[The Governing Body should take note and ask the Director-General]*. The Government expert of the United States requested using “could” rather than “should” to avoid becoming overly directive. The Government expert of Brazil sub-sub-subamended *[Request that the Governing Body take note and]*. The second bullet point was agreed as amended.

Bullet 3

255. The Worker Vice-Chairperson amended adding *[periodical reviews starting 2018]* after “scheduling”. The Government expert of Brazil objected and proposed simply indicating the starting date for the review, for example *[in 2018]*. The third bullet point was agreed as amended.

For the constituents

Bullet 1

256. The Government expert of Brazil amended *[Take the policy guidelines in shaping and implementing ...]*. He further suggested using *[climate change]* instead of “Intended Nationally Determined Contributions to the climate agreement”. The Employer Vice-Chairperson subamended *[Take the guidelines into consideration when designing and implementing]* rather than “shaping”. The first bullet point was agreed as amended.

Bullet 2

257. The Worker Vice-Chairperson amended deleting [*in member States*] in the title of the section and amended [*Initiating tripartite consultations*]. The Government expert of Brazil noted that reference to tripartite consultations was referred elsewhere and suggested using the guidelines in DWCPs. The Worker Vice-Chairperson noted that country programmes were nationally determined and that consultations should not be restricted to DWCPs. The Employer Vice-Chairperson concurred that DWCPs should be the vehicle for using the guidelines. The Government expert of Brazil amended [*including in the context of DWCPs*] to signal a broader scope. The Employer Vice-Chairperson suggested [*consider*] instead of “initiate”. The Government expert of Brazil noted the mandatory nature of “initiate” and preferred “consider” or “promote”. The Worker Vice-Chairperson voiced concern that “considering” would not lead to action, preferring “initiate”. The Chairperson suggested “actively promote”. The second bullet point was agreed as amended.

Bullet 3

258. The Worker Vice-Chairperson suggested removing the word “staff” and “institutions” of governments. The Secretary-General observed that the support and lead by constituents would give a stronger voice. The Government expert of Brazil amended [*Consider including the content of the guidelines in relevant capacity-building programmes*] to signal the broader relevance. The third bullet point was agreed as amended.

259. The Employer Vice-Chairperson amended a fourth bullet point [*Employers’ and workers’ organizations to disseminate the guidelines to raise awareness*]. The new bullet point was agreed as proposed.

For the Office**Bullet 1**

260. The Employer Vice-Chairperson amended to delete “concise” before “user-friendly”. The first bullet point was agreed as amended.

Bullet 2

261. The Government expert of Brazil amended [*provide*] to replace “ensure”. The second bullet point was agreed as amended.

Bullet 3

262. The Government expert of Brazil amended [*and to inform innovative measures in the transition*] after “current”. He also amended [*areas of the guidelines*] to replace “relevant for a just transition”. The third bullet point was agreed as amended.

Bullet 4

263. The Government expert of Brazil amended [*monitoring*] to replace “review”. The fourth bullet point was agreed as amended.

Bullet 5

264. The Worker Vice-Chairperson amended [*build the capacity of government, and employers' and workers' organizations to enable them to design, implement and evaluate national policies recognizing the necessary involvement of the ILO-ITC in Turin*]. The Government expert of Brazil objected to adding such roles and the Government expert of the United States noted that there was already sufficient language on capacity building at all levels, thus she saw no need to be more specific. The Employer Vice-Chairperson insisted on keeping the reference on capacity building by the ITC as the designated ILO body for training, noting that there would be other capacity-building activities by the Office. The Government expert of Brazil subamended [*design and promote capacity-building programmes based on the structure and content of the guidelines*] to replace the amendment of the Workers. The fifth bullet point was agreed as amended.

Bullet 6

265. The Government expert of Brazil amended [*Refer to the guidelines, the 2013 conclusions and the Global Jobs Pact*] to replace “Draw on the guidelines for advocacy and” as he felt the Global Jobs Pact was an important potential enabler for achieving SDG 8. The Employer Vice-Chairperson recognized the importance of the Global Jobs Pact, but asked for further information from the Office on how the Pact would relate to the just transition framework. The Secretary-General confirmed that the Global Jobs Pact was mentioned in the context of the SDGs, where it was considered a useful instrument in the ongoing employment crisis. The Employer Vice-Chairperson stated that it was inappropriate to include a reference to the Global Jobs Pact in the guidelines as it had not been under discussion during the Meeting of Experts and would extend the scope of the guidelines. The Worker Vice-Chairperson appreciated the mentioning of the Global Jobs Pact and confirmed not to consider this as an extension of the Meeting of Experts, but simply a reflection of the ILO mandate. The Employer Vice-Chairperson stated that they wished to record their concern about including the Global Jobs Pact in this context and their disagreement with the amendment. The sixth bullet point was agreed as amended.

Bullet 7

266. The Employer Vice-Chairperson requested further information about the Green Initiative. The Deputy Secretary-General explained the scope and objective of the Green Initiative as introduced by the Director-General. The guidelines would strengthen the Green Initiative by setting priority policy areas. The Employer Vice-Chairperson recommended including a reference to the 2013 ILC conclusions as the organizing framework for the Green Initiative. The Government expert of Brazil suggested making reference to both. The seventh bullet point was agreed as amended.
267. The Worker Vice-Chairperson stated that he wanted to put on record the Workers' intention of initiating a standard-setting process for the just transition.

Adoption of the guidelines

- 268.** The Chairperson introduced the session for a final review and adoption of the guidelines by saying that all agreed changes had been incorporated in the distributed text. The secretariat had added editorial adjustments to address grammatical issues and improve internal consistency.
- 269.** The Chairperson presented the guidelines section by section. All sections were agreed as presented, with minor editorial readjustments by the experts.
- 270.** The Secretary-General explained that the Appendix of the 2013 ILC conclusions had been included verbatim and entitled “Annex I to the guidelines”. The Annex was adopted as proposed.
- 271.** The Government expert of Brazil commented that the use of the term “transition” would mean “transition to environmentally sound economies” wherever it was used. He suggested that this would be explained in a footnote early in the guidelines. The Secretary-General concurred and indicated this was the intention of the footnote added to the heading of the section on policy coherence. The footnote was agreed as proposed.
- 272.** The Chairperson declared that the guidelines and Annex I had been adopted. The Worker Vice-Chairperson asked about the status of the Preamble as contained and reviewed in Room Document III. The Secretary-General confirmed that this would be an integral part of the guidelines. The text of the Preamble had not been edited any further except for the numbering of the paragraphs. The Government expert of the United States asked what the Meeting was expected to formally adopt. The Chairperson stated this was the title, the Preamble, the policy sections and the Annex of the guidelines. The Secretary-General added that the suggested follow up, as reviewed and agreed in Room Document II, would not be included but constituted the main part of the accompanying document to be submitted with the guidelines to the Governing Body session of November 2015.
- 273.** The Chairperson asked for comments on the title of the guidelines. The Government expert of the United States amended [*non-binding*] before “Guidelines”, referring to an example of recently adopted ILO guidelines on labour migration. The Worker Vice-Chairperson objected, as this was already implicit in the guidelines and adding the notion would not be helpful. The Employer Vice-Chairperson suggested the title start as “Guidelines” and stated that there was no need to specify that these would be non-binding. The Chairperson proposed the full title as “Guidelines for a just transition towards environmentally sustainable economies and societies for all”. The title was agreed as proposed.

Closing remarks

- 274.** The Secretary-General noted that notwithstanding long hours of work the spirit among the experts had remained positive and collaborative. He expressed his appreciation for the valuable contributions by the experts in spite of the short preparatory time prior to the Meeting to review the background report and draft guidelines.
- 275.** The Employer Vice-Chairperson expressed her appreciation of the leadership and neutrality of the Chairperson. She thanked the Workers' group and Government experts for their collaborative spirit. She expressed appreciation for the work of the secretariat, including for the timely and helpful inputs by the respective technical experts offered in an impartial manner.
- 276.** The Worker Vice-Chairperson thanked the Chairperson for keeping the Meeting moving in such a positive spirit. He acknowledged the difficult task for the secretariat and interpreters from having been in similar meetings before. He thanked the Employers' group for their cooperative spirit also in bilateral meetings and had appreciated the valuable inputs from the Government experts which had contributed to the success of the Meeting.
- 277.** The Government expert of Brazil said that it had been an honour to speak on behalf of the Government group and praised the experts from Employers, Workers and other Governments. He thanked the secretariat for their support. The Government expert of the United States expressed her appreciation and said this had been a good experience, thanking the Workers and Employers.
- 278.** The Chairperson said she had been overwhelmed when she had been asked to chair the Meeting. Fortunately, the task had been made easier thanks to the constructive spirit of the experts and the assurance by the ILO Director-General of the importance of the view of the experts on the just transition, which had made the work most rewarding. She thanked the coordinator, the Secretary-General, the Deputy Secretary-General, all staff of the secretariat and the interpreters. She wished the experts a good journey home and closed the Meeting.

Appendix I

Guidelines for a just transition towards environmentally sustainable economies and societies for all

I. Background and scope

1. At its 102nd Session (2013), the International Labour Conference adopted a resolution and a set of conclusions, hereafter referred to as the conclusions, concerning sustainable development, decent work and green jobs putting forward a policy framework for a just transition.
2. At its 321st Session (June 2014), the Governing Body of the ILO endorsed the proposal to hold a tripartite meeting of experts in 2015 as a follow-up to the Conference conclusions.
3. Following the decision of the Governing Body, the Office convened the Tripartite Meeting of Experts⁴ from 5–9 October 2015 to:
 - review, amend and adopt draft guidelines based on a compilation and thorough review by the Office of experiences from country policies and sectoral strategies towards environmental sustainability, the greening of enterprises, social inclusion and the promotion of green jobs;
 - distil lessons and good practices in respect of policy formulation in each of the nine policy areas identified in the just transition framework, through tripartite dialogue;
 - recommend ways to give practical effect to the guidelines in terms of their dissemination and practical application at the country level by constituents and adopt policy guidelines on a just transition towards environmentally sustainable economies and societies for all.
4. The following guidelines as agreed by the Experts are meant to provide non-binding practical orientation to Governments and social partners with some specific options on how to formulate, implement and monitor the policy framework, in accordance with national circumstances and priorities.
5. The guidelines are anchored in the vision, opportunities and challenges, guiding principles and the type of policies to implement, as contained in the conclusions. The guidelines also incorporate the International Labour Standards listed in the appendix to the conclusions across policy areas.
6. The following text reproduces verbatim parts of the text of the conclusions which provide the basis for the present policy guidelines. These parts include the vision, the opportunities and challenges identified, as well as guiding principles.⁵ It also reproduces the introduction to the key policy areas and institutional arrangements framework⁶ and

⁴ See appended list of participants.

⁵ 2013 ILC conclusions, paras 1–13.

⁶ 2013 ILC conclusions, para. 14(1), (2) and (3).

the paragraph concerning rights.⁷ The latter includes a reference to the appendix of the conclusions with some international labour standards and resolutions that may be relevant to the just transition framework. This appendix is reproduced as the Annex to the present text.

II. Our vision

7. The four pillars of the Decent Work Agenda – social dialogue, social protection, rights at work and employment – are indispensable building blocks of sustainable development and must be at the centre of policies for strong, sustainable and inclusive growth and development.
8. Sustainable development means that the needs of the present generation should be met without compromising the ability of future generations to meet their own needs. Sustainable development has three dimensions – economic, social and environmental – which are interrelated, of equal importance and must be addressed together.
9. Sharing a common global purpose, there are different approaches, models and tools available to each country, in accordance with its national circumstances and priorities to achieve sustainable development in its three dimensions, which is our overarching goal.
10. A just transition for all towards an environmentally sustainable economy, as described in this document, needs to be well managed and contribute to the goals of decent work for all, social inclusion and the eradication of poverty.
11. Decent work, poverty eradication and environmental sustainability are three of the defining challenges of the twenty-first century. Economies must be productive to meet the needs of the world's growing population. Societies must be inclusive, providing opportunities for decent work for all, reducing inequalities and effectively eliminating poverty.
12. When referring to the greening of economies, enterprises and jobs, we consider it in the context of sustainable development and poverty eradication. This is one of the important tools for achieving sustainable development and could provide options for policy-making. In this context, we welcome the document “The Future We Want” adopted by the United Nations Conference on Sustainable Development (Rio +20).
13. The greening of economies presents many opportunities to achieve social objectives: it has the potential to be a new engine of growth, both in advanced and developing economies, and a net generator of decent, green jobs that can contribute significantly to poverty eradication and social inclusion. The greening of economies will enhance our ability to manage natural resources sustainably, increase energy efficiency and reduce waste, while addressing inequalities and enhancing resilience. The greening of jobs and the promotion of green jobs, both in traditional and emerging sectors, will foster a competitive, low-carbon, environmentally sustainable economy and patterns of sustainable consumption and production, and contribute to the fight against climate change.
14. Managed well, transitions to environmentally and socially sustainable economies can become a strong driver of job creation, job upgrading, social justice and poverty eradication. Greening all enterprises and jobs by introducing more energy and resource efficient practices, avoiding pollution and managing natural resources sustainably leads to innovation, enhances resilience and generates savings which drive new investment and employment.

⁷ 2013 ILC conclusions, para. 14(m).

15. Sustainable development is only possible with the active engagement of the world of work. Governments, employers and workers are not passive bystanders, but rather 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.
16. The path to environmentally sustainable development involves a wide range of efforts and activities from the ILO and member States, who have widely varying capabilities and ability to act in accordance with the reality of each State. In that context, cooperation, information sharing and joint action within the mandate of the ILO will be valuable.
17. We recall the principle of common but differentiated responsibilities as set out in the Rio Declaration on Environment and Development (1992).

III. Opportunities and challenges

18. In the transition to environmentally sustainable economies and societies, the world of work can benefit from some major opportunities, for example:
 - (a) net gains in total employment from realizing the potential to create significant numbers of additional decent jobs through investments into environmentally sustainable production and consumption and management of natural resources;
 - (b) improvements in job quality and incomes on a large scale from more productive processes, as well as greener products and services in sectors like agriculture, construction, recycling and tourism;
 - (c) social inclusion through improved access to affordable, environmentally sustainable energy and payments for environmental services, for instance, which are of particular relevance to women and residents in rural areas;

and faces some major challenges, for example:

- (d) economic restructuring, resulting in the displacement of workers and possible job losses and job creation attributable to the greening of enterprises and workplaces;
- (e) the need for enterprises, workplaces and communities to adapt to climate change to avoid loss of assets and livelihoods and involuntary migration; and
- (f) adverse effects on the incomes of poor households from higher energy and commodity prices.

Given the scale and urgency of these environmental and employment challenges, it is clear that the world will have neither the resources nor the time to tackle them separately or consecutively. Tackling them jointly is not an option, but a necessity.

IV. Guiding principles

19. The following principles should guide the transition to environmentally sustainable economies and societies:
 - (a) Strong social consensus on the goal and pathways to sustainability is fundamental. Social dialogue has to be an integral part of the institutional framework for policy-making and implementation at all levels. Adequate, informed and ongoing consultation should take place with all relevant stakeholders.

- (b) Policies must respect, promote and realize fundamental principles and rights at work.
- (c) Policies and programmes need to take into account the strong gender dimension of many environmental challenges and opportunities. Specific gender policies should be considered in order to promote equitable outcomes.
- (d) Coherent policies across the economic, environmental, social, education/training and labour portfolios need to provide an enabling environment for enterprises, workers, investors and consumers to embrace and drive the transition towards environmentally sustainable and inclusive economies and societies.
- (e) These coherent policies also need to provide a just transition framework for all to promote the creation of more decent jobs, including as appropriate: anticipating impacts on employment, adequate and sustainable social protection for job losses and displacement, skills development and social dialogue, including the effective exercise of the right to organize and bargain collectively.
- (f) There is no “one size fits all”. Policies and programmes need to be designed in line with the specific conditions of countries, including their stage of development, economic sectors and types and sizes of enterprises.
- (g) In implementing sustainable development strategies, it is important to foster international cooperation among countries. In this context, we recall the outcome document of the United Nations Conference on Sustainable Development (Rio +20), including section VI on means of implementation.

V. Key policy areas and institutional arrangements for a just transition for all

20. The following elements constitute a basic framework to address the challenges of a just transition for all:
- (1) The greening of economies in the context of sustainable development and poverty eradication will require a country-specific mix of macroeconomic, industrial, sectoral and labour policies that create an enabling environment for sustainable enterprises to prosper and create decent work opportunities by mobilizing and directing public and private investment towards environmentally sustainable activities. The aim should be to generate decent jobs all along the supply chain, in dynamic, high value added sectors which stimulate the upgrading of jobs and skills as well as job creation and improved productivity in more labour-intensive industries that offer employment opportunities on a wide scale.
 - (2) As the challenge cuts across several domains, there is a need for mainstreaming sustainable development across all areas and for cooperation and coordination between employment authorities and their counterparts in various fields, including finance, planning, environment, energy, transport, health and economic and social development. Institutional arrangements must be adapted to ensure the participation of all relevant stakeholders at the international, national, regional, sectoral and local levels in the building of an appropriate policy framework. Internal coherence should be sought among institutions at the national level, as well as within international institutions at the regional and global levels for the effective integration of the three dimensions of sustainable development.

- (3) Key policy areas to address environmental, economic and social sustainability simultaneously include:
- I. Macroeconomic and growth policies
 - II. Industrial and sectoral policies
 - III. Enterprise policies
 - IV. Skills development
 - V. Occupational safety and health
 - VI. Social protection
 - VII. Active labour market policies
 - VIII. Rights
 - IX. Social dialogue and tripartism
- (4) The 2013 ILC conclusions paragraph 14(m) states that:

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 (see Appendix).

Policy coherence and institutional arrangements for a just transition for all ⁸

21. Governments should:
- (a) provide stable policy signals based on social dialogue and a regulatory framework to enable sustainable enterprise development and decent work for all, social inclusion and the eradication of poverty in the transition to sustainable economies;
 - (b) consider and promote those international labour standards most relevant to the just transition framework towards environmentally sustainable economies and societies for all (as listed in the appendix of the 2013 ILC conclusions), with a view to their ratification and full implementation;
 - (c) integrate provisions for a just transition into national plans and policies for the achievement of the Sustainable Development Goals and national environmental and climate change action plans;
 - (d) integrate provisions for a just transition into the agendas of line ministries, rather than assigning them to only one ministry;
 - (e) promote close collaboration between relevant national ministries, including ministries of economic planning and finance, with a view to establishing policies and programmes that can adapt to changes in the fiscal and political landscape;

⁸ In the remainder of the document the term “transition” means “just transition to environmentally sustainable economies and societies”.

- (f) establish and strengthen institutional and technical capacities of subnational authorities at the regional and local levels to guide the transition, and to address the necessary changes in regional economies;
- (g) provide opportunities for the participation of social partners at all possible levels and stages of the policy process through social dialogue and foster consultations with relevant stakeholders;
- (h) establish or strengthen availability of and access to basic labour market data, where needed, and carry out ex ante assessments of the employment and socio-economic impacts of environmental policies to inform policy choices;
- (i) include research and impact evaluations in environmentally sustainable economic and social policies to ensure that optimal balances of policy measures are achieved;
- (j) encourage and actively engage in collaborative efforts among governments, employers' and workers' organizations, with the support of international organizations, to effectively incorporate enabling policies for a transition towards environmental sustainability.

22. Governments and social partners should:

- (a) consider concluding agreements for the implementation of economic, social and environmental policies, including with a view to achieving the Sustainable Development Goals;
- (b) mobilize funding, support and assistance, facilitated where appropriate by international organizations, including through Decent Work Country Programmes;
- (c) share knowledge and best practices regarding environmentally sustainable macroeconomic and sectoral policies;
- (d) discuss and analyse the outcomes of the employment and socio-economic assessments as described in 21(h) to inform policy choices;
- (e) promote cooperation:
 - (i) at the international level, to assist one another in giving effect to the Sustainable Development Goals through assistance and capacity building;
 - (ii) through initiatives, including but not limited to South–South Cooperation, particularly with regard to low-carbon climate-resilient agriculture, renewable energy, restoration of natural resources and reforestation activities;
 - (iii) at the national level, where social partners cooperate with the authorities in developing, implementing and monitoring policies in accordance with national practices;
 - (iv) at the industry level, where social partners can have a key role through all forms of social dialogue, including collective bargaining, in ensuring decent work and in forecasting skills needs and employment challenges, and in designing adequate and continuous training, among others;
 - (v) at the local level, where local authorities, employers, trade unions and research and training institutions need to cooperate to effectively integrate measures for a just transition into local sustainable economic development;
 - (vi) at the enterprise level, where social partners can work together to limit adverse environmental impact and support skills development for workers.

Social dialogue and tripartism policies

23. Governments should:
- (a) actively promote and engage in social dialogue, at all stages from policy design to implementation and evaluation and at all levels from national to enterprise level in line with applicable international labour standards most relevant to the just transition framework, to forge consensus on pathways towards environmental sustainability with decent work;
 - (b) promote the creation, development and formalization of dialogue mechanisms and structures at all levels to discuss the best means to implement national social, economic and environmental goals.
24. Social partners should:
- (a) raise awareness and understanding and provide guidance among their members about developments relevant to the just transition framework, sustainable development, decent work and green jobs for women and men;
 - (b) play an active role in the formulation, implementation and monitoring of national sustainable development policies, articulating the pivotal role of employers' and workers' organizations in bringing about social, economic and environmental sustainability with decent work and social inclusion;
 - (c) promote the active participation of their members in social dialogue at the enterprise, sectoral and national levels to assess opportunities and resolve challenges posed by the transition;
 - (d) promote the inclusion of specific environmental provisions through collective bargaining and collective agreements at all levels, where appropriate, as a concrete way of facilitating cooperation between employers' and workers' organizations and encouraging enterprises to comply with environmental regulations, including but not limited to emission reductions, to meet enterprise objectives regarding sustainability and develop the training of workers and managers.

Macroeconomic and growth policies

25. Governments, in consultation with social partners, should:
- (a) **integrate sustainable development and a just transition into macroeconomic and growth policies:**
 - (i) undertake collaborative efforts between governments, international organizations, employers' and workers' organizations to incorporate the just transition framework into macroeconomic policies;
 - (ii) adopt macroeconomic and growth policies that promote sustainable production and consumption patterns, create an enabling environment for sustainable enterprises and place full and productive employment and decent work for all at the centre of economic and social policies;
 - (iii) develop and realign incentive schemes to stimulate enterprise innovation towards sustainable development;

- (b) align economic growth with social and environmental objectives:**
 - (i) incorporate sustainable macroeconomic policies into medium- and longer term national development and action plans;
 - (ii) consider adopting action plans with stable targets on social and environmental challenges, to signal long-term commitments;
 - (iii) articulate long-term financing needs and establish sustainable funding mechanisms for the implementation of the just transition framework;
- (c) adopt appropriate regulations and instruments:**
 - (i) explore and identify an appropriate combination of taxes, subsidies, incentives, guaranteed prices, and loans to encourage a transition towards economically sustainable activities;
 - (ii) consider implementing environmental tax reform that could also help financing the compensation of those disproportionately affected by the transition towards economically sustainable activities;
 - (iii) provide for effective monitoring and evaluation of the uptake and impact of the package of measures to enhance alignment between the intent and the rules of the instruments;
 - (iv) improve policy effectiveness, where necessary, by using targeted fiscal policy measures, market-based instruments, public procurement and investment policies;
 - (v) facilitate compliance with regulations through information and guidance adapted to different target groups, such as MSMEs; monitor compliance with regulations and, where applicable, enforce quotas;
- (d) invest public funds in greening the economy:**
 - (i) use public investments to develop infrastructure with the lowest possible adverse environmental impact, to rehabilitate and conserve natural resources and to prioritize resilience in order to reduce the risk of displacement of people and enterprises;
 - (ii) direct fiscal revenue towards social protection and active labour market policies to foster job creation and help workers to adjust to environmental sustainability policies;
 - (iii) use public procurement to incentivize a shift to environmentally sustainable goods and services and promote social inclusion by ensuring that enterprises, in particular MSMEs and disadvantaged groups, are able to apply for public purchases;
- (e) develop trade and investment policies:**
 - (i) use trade and investment policies to reach social, economic and environmental sustainability, to facilitate access to environmentally friendly technology, to nurture domestic green industries in their infancy, and to encourage and facilitate green innovation and jobs.

Industrial and sectoral policies

26. Governments, in consultation with social partners, should:

- (a) set goals for the continuous improvement in the social, economic and environmental sustainability of the sectors and design sectoral policies and programmes in line

- with the specific conditions of each sector and the types and sizes of enterprises operating in it;
- (b) foster effective social dialogue at the sectoral level to promote consensus building and social acceptance for the successful implementation of social, economic and environmental policies including, but not limited to, climate change;
 - (c) also in consultation with other stakeholders establish incentives, mandates and, where necessary, regulations to stimulate demand, investment and development of markets for goods and services in sectors and subsectors that are relevant for the greening of economies;
 - (d) use policy instruments for market creation and incentives in a stable, predictable and transparent manner, give clear signals to investors, minimize market and price distortions, encourage innovation and ensure effective use of public resources;
 - (e) pay special attention to the industries, regions, communities and workers whose livelihoods might experience the hardest impacts of the transition;
 - (f) undertake steps and design measures to facilitate formalization and promote decent work, particularly in, but not limited to, the waste management and recycling sectors;
 - (g) formulate accompanying policies through social protection, including unemployment insurance and benefits, skills training and upgrading, workforce redeployment and other appropriate measures to support enterprises and workers in sectors negatively impacted by the transition to sustainable development;
 - (h) consider ratifying or otherwise implementing relevant international labour standards (as referenced in the appendix of the ILC conclusions of 2013) being mindful of the needs in specific sectors.

Enterprise policies

27. Governments in consultation with social partners should:

- (a) provide an enabling environment for sustainable enterprises based on assessment and social dialogue in line with the 2007 ILC conclusions and the 17 conditions defined in it, as referenced in the 2013 ILC conclusions (Appendix), for businesses to enhance productivity, create jobs and promote decent work while complying with social, economic and environmental regulations;
- (b) consider that fiscal and tax reforms should have due regard to the best means to enhance compliance with environmental taxes and levies;
- (c) enhance the resilience of businesses, in particular MSMEs, to avoid disruption of economic activity and loss of assets, jobs and incomes;
- (d) develop national policies and plans for mitigation, adaptation to climate change and disaster preparedness closely with business associations, workers' organizations and other stakeholders to strengthen resilience to the impacts of climate change and promote disaster preparedness information and insurance;
- (e) pay special attention to assisting MSMEs, including cooperatives and entrepreneurs, in making the transition;
- (f) provide financial incentives (grants, low-interest loans and tax incentives) for businesses adopting environmentally sound practices, including, but not limited to, energy-saving and efficiency measures and measures targeted at clean sources of energy, in line with economic and social sustainability;

- (g) where appropriate, promote sustainable products and services of enterprises in public procurement local content requirement consistent with WTO and other international agreements, and enable access for MSMEs and cooperatives to become participants in the procurement process;
 - (h) establish targeted programmes in sectors where a significant proportion of enterprises and workers are informal with a view to promote formalization and awareness of social, economic and environmental policies; in this context, the use of the cooperative model, among others, can be an effective tool for formalization.
28. Governments and social partners should:
- (a) provide targeted business information and advice on green business practices, eco-innovation and regulatory systems and on how to achieve compliance, with particular attention to MSMEs and in easily accessible formats such as user-friendly toolkits;
 - (b) for existing enterprises, provide technical support, advice and services to establish environmental management and compliance systems; and, for green technology start-ups, conduct awareness and education campaigns to foster a culture of eco-entrepreneurship and provide technical support, advice and services;
 - (c) provide assistance to management and workers in transitioning business operations away from high-carbon, high-polluting and resource-intensive operations; such support should include technology transfer mechanisms on favourable terms, as mutually agreed, as well as support for innovation and sharing of good practices to facilitate the just transition to environmentally sustainable economies.
29. In alignment with the other policies for a just transition, governments and social partners should:
- (a) provide training opportunities for up- and reskilling (including for workers affected by the transition) and initial learning in green business practices and environmentally friendly technology and innovation;
 - (b) consider providing financial and technical support to enterprises undertaking research and development in green technologies, and support cluster development and incubation;
 - (c) consider support measures for enterprises and workers seriously affected by transitioning to environmentally sound economies and societies for all;
 - (d) promote institutionalized workplace cooperation by fostering a culture of dialogue, knowledge sharing and mutual advice aimed at improving resource and energy efficiency, reducing waste, and applying safe and clean technologies and working methods that promote productive employment and decent work;
 - (e) promote the adoption by enterprises of long-term environmentally sustainable policies included, but not limited to, low-carbon policies, and engage workers and their representatives and governments, where appropriate, on the means to achieve that goal while creating and protecting employment.

Skill development policies

30. Governments, in consultation with social partners, should:
- (a) support the transitioning to more environmentally sustainable economies by reviewing skills development policies to ensure they support responsive training, capacity building and curricula;

- (b) coordinate skills development policies and technical and vocational education and training systems with environmental policies and the greening of the economy; and consider concluding bipartite or tripartite agreements on skills' development;
 - (c) match supply and demand for skills through skills needs assessments, labour market information and core skills development, in collaboration with industry and training institutions;
 - (d) give high policy priority and allocate resources to the identification and anticipation of evolving skills needs and the review and alignment of occupational skills profiles and training programmes;
 - (e) encourage acquisition of both generic skills and skills in science, technology, engineering and mathematics and incorporation in curricula for basic training and lifelong learning.
31. Governments and social partners should:
- (a) engage in social dialogue for responsive and collaborative labour market institutions and training systems, and coordinate stakeholder needs at all stages of education and skills policy development and implementation;
 - (b) promote equal access to opportunities for skills acquisition and recognition for all, in particular for young people, women, workers who need to be redeployed, including across borders, and for owners and workers of MSMEs by offering specific training services, ensuring suitable timing and duration and promote supportive policies to enable individuals to balance their work, family and lifelong learning interests;
 - (c) promote work-related training and practical experience as part of the training process in order to increase the employability of jobseekers;
 - (d) formulate a holistic skills development policy to promote skills for green jobs that are coherent with environmental policies, including means for appropriate recognition through certification of skills;
 - (e) foster peer learning among enterprises and workers, as well as education and training in green entrepreneurship to spread sustainable practices and the use of green technologies;
 - (f) assist businesses, particularly MSMEs, including cooperatives, in their engagement with governments and training providers with regard to management and skills upgrading of their current workforce, anticipation of future occupational profiles and skills needs, and workers' acquisition of portable and employable skills.

Occupational safety and health policies

32. Governments, in consultation with social partners, should:
- (a) conduct assessments of increased or new OSH risks resulting from climate change, resource scarcity or other risks related to human health and the environment, and identify adequate prevention and protection measures to seek to ensure occupational safety and health;
 - (b) where necessary, improve, adapt or develop and create awareness of OSH standards for technologies, work processes and new materials related to the transition;
 - (c) adopt and implement applicable OSH standards, and provide adequate capacity to labour inspectorates to monitor compliance, in line with the Appendix to the 2013 ILC conclusions;

- (d) work towards greater OSH policy coherence and cooperation among occupational health and environmental agencies or other competent institutions with regard to regulation and enforcement;
 - (e) formulate, implement and periodically review national policies concerning the protection of workers, the public and the environment against the risk of major industrial accidents, stressing the need for a coherent approach;
 - (f) promote the use of appropriate prevention, protection and safety processes and strengthen government capacity to enforce laws at national and subnational level in relation to situations which pose an imminent threat of major accidents or risks;
 - (g) incentivize companies and support technical assistance to conduct research to better understand the range of OSH risks across the life cycle of products, new technologies and jobs, and use this knowledge to improve prevention and safety in the workplace;
 - (h) establish, promote or provide for the setting up of joint workers' and employers' OSH committees or similar structures in the workplace, as appropriate, and consider, where applicable, the introduction of issues related to the environment;
 - (i) regulate and incentivize companies to reduce, minimize, and, where possible, eliminate hazardous materials across the supply chain of products and production processes;
 - (j) assess and define appropriate legislation to ensure that companies take appropriate steps to mitigate adverse impacts on health and safety and, where applicable, the wider environment, throughout the life cycle of products and processes.
33. Governments and the social partners should:
- (a) include OSH aspects, where appropriate, in certification programmes for sustainability;
 - (b) promote adequate OSH training in green jobs for workers (vocational training schemes and programmes of continuous training in occupational safety and health) and for employers, members of OSH committees and labour inspectors;
 - (c) address the OSH impacts of informality, and facilitate the transition towards the formal economy, in activities related to the greening of the economy, such as materials recovery and recycling, through training, capacity building, certification and, if necessary, legislation.

Social protection policies

34. Governments in consultation with social partners should:
- (a) promote and establish adequate social protection systems providing healthcare, income security and social services, in line with international labour standards (Annex), also with a view to increasing resilience and safeguarding populations against the impacts of economic and environmental vulnerabilities and shocks and contributing to the goals of productive employment, decent work, social inclusion and the eradication of poverty in the transition;
 - (b) integrate social protection into policy measures and responses to environmental impacts and the challenges of the transition for those likely to be negatively affected, in particular workers largely dependent on natural resources or facing major structural changes. In this context, also consider, among others, the use of measures to protect retirement security, in line with national legislation;

- (c) promote innovative social protection mechanisms that contribute to offsetting the impacts of climate change and the challenges of the transition on livelihoods, incomes and jobs, along with social security guarantees provided for in the standards listed in the Annex;
- (d) where applicable, make use of employment guarantee schemes and public works that also enhance resilience to climate change, rehabilitate natural resources and create new productive and sustainable assets;
- (e) integrate adequate social protection measures, as appropriate, into national responses to climate change, as an essential part of climate change adaptation and mitigation policies;
- (f) facilitate bilateral discussions on the portability of social protection entitlements in situations of cross-border displacement, including those due to the transition to environmentally sustainable economies and climate change impacts;
- (g) consider the role and use of public insurance in accordance with legislation for those affected by climate-related and other environmental disasters, in particular for farmers and MSMEs;
- (h) foster tripartite mechanisms to identify and understand challenges posed by climate change and formulate adequate, predictable and innovative social protection measures that protect, where appropriate, existing benefits and take into account emerging social needs;
- (i) when designing and reviewing social protection in the context of the adoption of clean energy measures, consider compensating low income households which spend a significantly higher proportion of their income on energy and on goods and services that have large amounts of energy embedded in them.

Active labour market policies

35. Governments in consultation with social partners should:

- (a) encourage sound labour market policies that help enterprises and workers in the anticipation of changing labour market demands in the context of the transition to environmentally sustainable economies by facilitating access to jobs, strengthening employability and training;
- (b) 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;
- (c) promote an efficient and effective delivery of employment services that respond to the needs of enterprises and workers in the transition to environmentally sustainable economies and extends outreach to those outside of the formal labour market;
- (d) develop and support, through public and private employment service providers, tailor-made courses directly linked to specific occupations and entrepreneurship opportunities in the green economy;
- (e) adapt and strengthen public employment services to further develop their role as transition agents. They should provide information, guidance, matching services and training. These services can be improved by expanding innovative ways of reaching out to jobseekers;
- (f) consider supporting public works and employment programmes, including initiatives linking poverty eradication and ecosystem protection, as well as those for workers affected by the transitioning to environmentally sustainable economies,

including climate change, who have been laid off due to structural or technological change;

- (g) consider introducing active employment policies including, among others, well-targeted subsidies that allow workers to access education and acquire skills that improve their employability through work experience and on-the-job training.

Annex ¹

Some international labour standards and resolutions that may be relevant to a just transition framework

A. *Conventions on fundamental principles and rights at work*

- Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87)
- Right to Organise and Collective Bargaining Convention, 1949 (No. 98)
- Forced Labour Convention, 1930 (No. 29)
- Abolition of Forced Labour Convention, 1957 (No. 105)
- Equal Remuneration Convention, 1951 (No. 100)
- Discrimination (Employment and Occupation) Convention, 1958 (No. 111)
- Minimum Age Convention, 1973 (No. 138)
- Worst Forms of Child Labour Convention, 1999 (No. 182)

B. *Governance Conventions*

- Employment Policy Convention, 1964 (No. 122)
- Labour Inspection Convention, 1947 (No. 81)
- Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144)
- Labour Inspection (Agriculture) Convention, 1969 (No. 129)

C. *Other technical Conventions*

- Social Security (Minimum Standards) Convention, 1952 (No. 102)
- Social Policy (Basic Aims and Standards) Convention, 1962 (No. 117)
- Paid Educational Leave Convention, 1974 (No. 140)
- Human Resources Development Convention, 1975 (No. 142)
- Working Environment (Air Pollution, Noise and Vibration) Convention, 1977 (No. 148)
- Labour Administration Convention, 1978 (No. 150)
- Labour Relations (Public Service) Convention, 1978 (No. 151)
- Collective Bargaining Convention, 1981 (No. 154)
- Occupational Safety and Health Convention, 1981 (No. 155)
- Occupational Health Services Convention, 1985 (No. 161)

¹ This Annex is a copy of the Appendix to the 2013 ILC conclusions.

- Chemicals Convention, 1990 (No. 170)
- Prevention of Major Industrial Accidents Convention, 1993 (No. 174)
- Promotional Framework for Occupational Safety and Health Convention, 2006 (No. 187)

D. Recommendations

- Human Resources Development Recommendation, 2004 (No. 195)
- Job Creation in Small and Medium-Sized Enterprises Recommendation, 1998 (No. 189)
- Promotion of Cooperatives Recommendation, 2002 (No. 193)
- Social Protection Floors Recommendation, 2012 (No. 202)

E. Resolutions

- Resolution concerning the promotion of sustainable enterprises – International Labour Conference, June 2007
- Resolution concerning promotion of rural employment for poverty reduction – International Labour Conference, June 2008

Appendix II

Recommendations for follow-up

The Meeting agreed on the following recommendations:

For the Organization as a whole

- Bring the policy guidelines to the attention of key ministries and other relevant institutions and ask them to consider making use of the guidelines in working towards a just transition, as well as in working towards achieving the sustainable development goals (SDGs).
- Request that the Governing Body take note of the guidelines and ask the Director-General to bring them to the attention of international organizations and forums, such as the United Nations Framework Convention for Climate Change (UNFCCC), the United Nations Environment Assembly (UNEA), the high-level political forum overseeing the follow-up and review of Agenda 2030 and the inter-agency expert group on SDG indicators.
- Consider a review of lessons learned with the application of the policy guidelines for discussion in the Governing Body in 2018.

For the constituents

- Take the policy guidelines into consideration when designing and implementing national strategies for sustainable development, including those related to the SDGs and climate change in order to maximize economic and employment benefits of policies in a just transition towards low-carbon, environmentally sustainable economies and societies for all.
- Actively promote tripartite consultations in member States on the relevance and practical application of the policy guidelines at national, sector and local level, including in the context of Decent Work Country Programmes.
- Consider including the content of the guidelines in relevant capacity-building programmes.
- Disseminate the guidelines through employers' and workers' organizations to raise awareness.

For the Office

- Publish a user-friendly and accessible set of the guidelines and disseminate them in the widest possible way, including among UN partners.
- Provide dedicated technical support to the application of the policy guidelines at national, sector and/or local level upon request.
- Sustain knowledge generation and research on policy areas of the guidelines to expand the evidence base, to keep it current and to inform innovative measures in the transition.

- Incorporate monitoring, reporting and exchange on the use and effectiveness of the guidelines in the ILO's knowledge management.
- Design and promote capacity-building programmes based on the structure and content of the policy guidelines recognizing the necessary involvement of the International Training Centre of the ILO in Turin.
- Refer to the guidelines, the 2013 conclusions and the Global Jobs Pact when providing advice on policy areas covered by the guidelines.
- Use the 2013 ILC conclusions and the guidelines as an organizing framework for the ILO Director-General's green centenary initiative.

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