

Deep Systems Change or 'Just' Employment Promotion:

Can Green Jobs be a Driver of Economic Transformation for Development?

Check-In:

FUTURE FORUM 2023

Guiding Question for today:

How can employment promotion and professional development invest in future qualifications that not only align economic activities with environmental sustainability, but also empower employees and transform entire professions into agents of socio-ecological change?

Sequence:

- External inputs from International Labour Organization and Green Economy Coalition
- Interactive Breakout Discussions focusing on GIZ programs in Rwanda and Morocco
- Plenary Presentations and Discussion of recommendations

Setting the Scene:

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Question:

What is the (transformative) potential of green jobs promotion?

Structure: Semicircle of chairs with panel in the middle (Elisenda on screen and Stuart in the front)

Sequence:

- Virtual input by Elisenda
- Verbal input by Stuart and conversation
- Audience joining in the end



Elisenda Estruch-Puertas

Rural Economy Specialist at
International Labour Organization



Stuart Worsley

Senior Countries Program Director at
Green Economy Coalition

Green jobs, rural economy, youth – ILO perspective

Elisenda Estruch-Puertas

Sectoral Policies Department, SECTOR, ILO



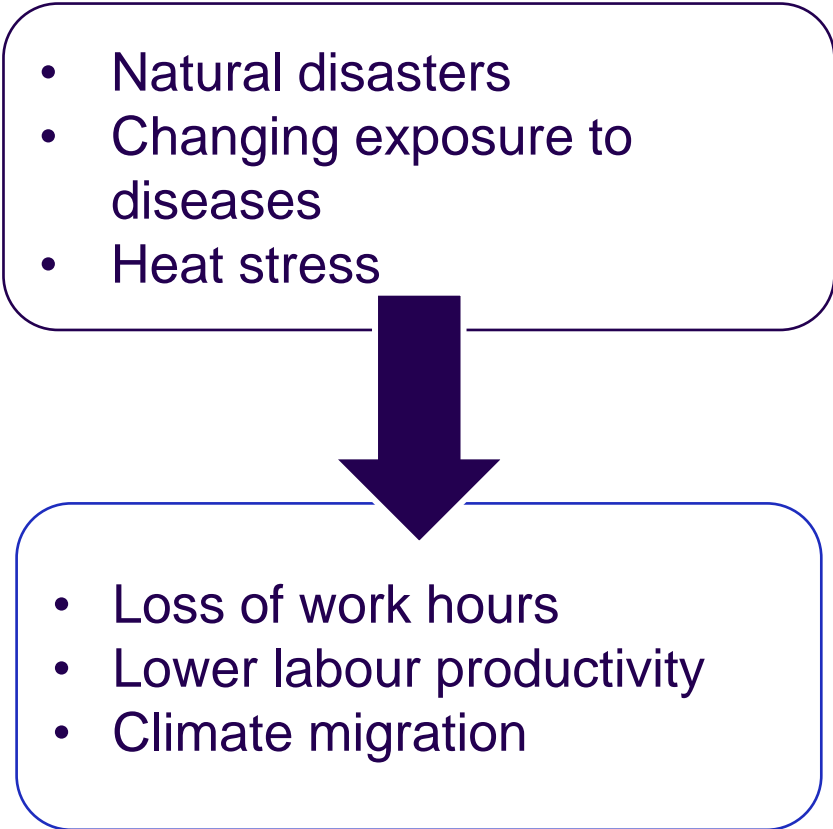
▶ Climate change and decent work in the rural economy

- ▶ Many jobs and economic activities in rural areas depend on a stable climate and healthy environment
- ▶ Rural areas are more affected: 80 % of these are in agriculture, esp. in Africa and Asia-Pacific
- ▶ 65% of the extremely poor work in agriculture
- ▶ Climate change and environmental degradation are threatening these jobs
- ▶ Rural activities are also major contributor to climate change e.g. unsustainable agricultural practices and deforestation

▶ **About 40 %**
of world's employment depend directly on the environment and ecosystem services

▶ How does climate change impact jobs and productivity

- ▶ Annually, 23 million working life years have been lost due to disasters induced or enhanced by human activity (2010-2015)
- ▶ By 2030, 2% of working hours will be too hot to work, owing to climate change.
- ▶ 1.2 billion jobs are closely linked to eco-system services
- ▶ Youth disproportionately affected

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- Natural disasters
 - Changing exposure to diseases
 - Heat stress

- Loss of work hours
- Lower labour productivity
- Climate migration

▶ ILO GET Youth Report 2022 – green economy potential for youth

- ▶ According to ILO GET Youth Report 2022, an additional 8.4 million jobs for young people could be created by 2030 through the implementation of green and blue policy measures.
- ▶ The rural economy holds much potential.
- ▶ Rural youth: youth dividend, decent work deficits, catalysers for change

▶ **8.4 million
jobs for
youth**

Green jobs definitions: policy definitions, statistical definitions

Making progress towards a sustainable future requires that policymakers, social partners and civil society at large understand the challenges and opportunities, investments and costs of a just transition based on sound evidence.

The increasing urgency of sustainable development that considers both environmental and decent work concerns has yielded emerging “green” concepts and definitions

Policy definitions and statistical concept definitions



▶ Green jobs definitions: policy definitions

International policy concept definitions serve to provide support to countries in developing national policy frameworks, strategies, and action plans

ILO Green Jobs Definition:

- ▶▶ Green jobs are decent jobs that contribute to preserve or restore the environment, be they in traditional sectors such as manufacturing and construction, or in new, emerging green sectors such as renewable energy and energy efficiency.
- ▶▶ Green jobs help: a) Improve energy and raw materials efficiency b) Limit greenhouse gas emissions c) Minimize waste and pollution d) Protect and restore ecosystems e) Support adaptation to the effects of climate change

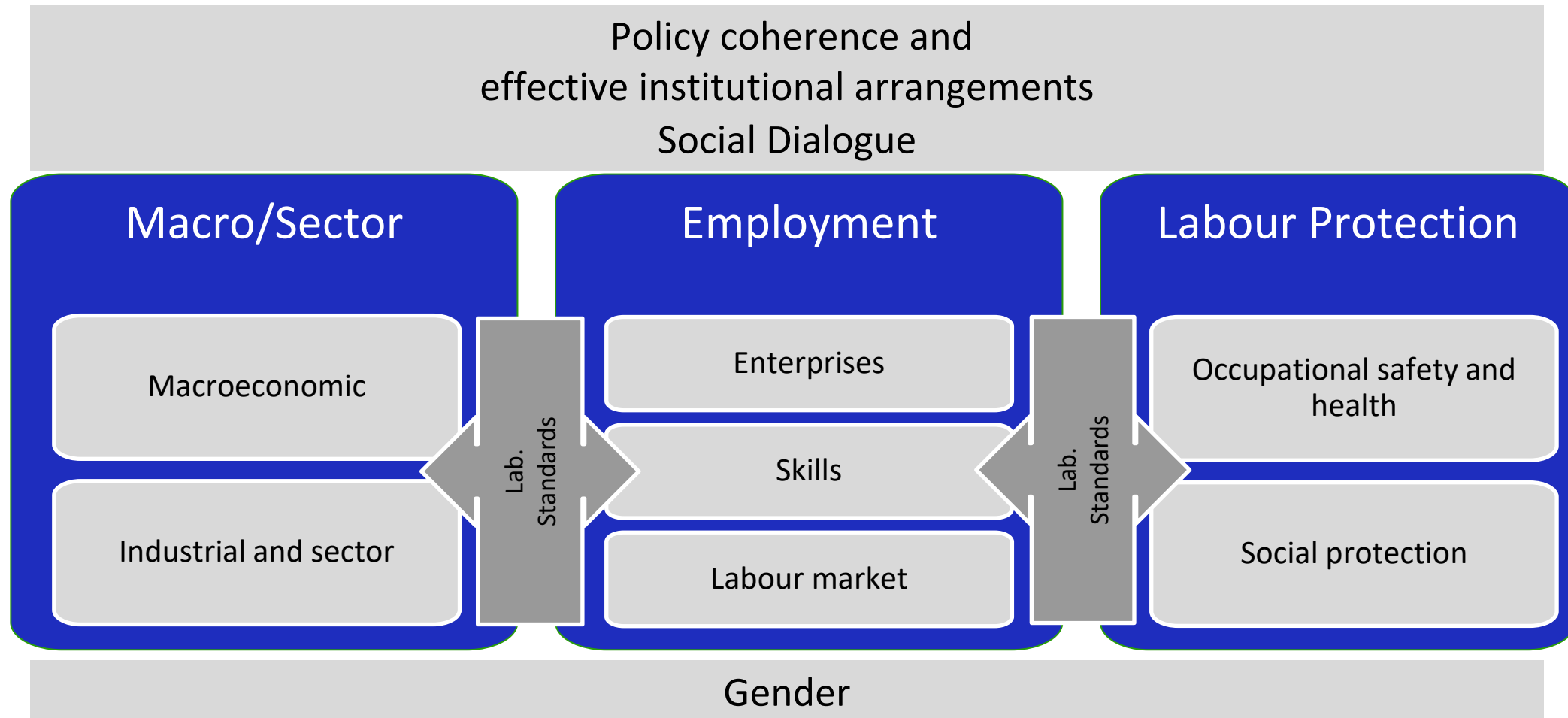
▶ Green jobs definitions: statistical definition

International statistical concept definitions are intended to help support the measurement, assessment and monitoring of relevant country level policies and programmes

ILO's Guidelines concerning a Statistical Definition of Employment in the Environmental Sector

- adopted at the 19th ILCS (2013)
- Comprehensive system of statistics on employment in the environmental sector
- Needed for monitoring the transition towards a green economy and monitoring green jobs levels and trends, for informing relevant environmental *and* labour market policy processes
- Key statistical concepts included: environmental activities, the environmental sector, environmental goods and services, employment in the environmental sector, employment in production of environmental output, employment in environmental processes, green jobs, green work and other related concepts

The ILO Just Transition Guidelines



▶ Just transition and rural economy policies

Promoting green jobs in
agriculture and other rural
sector

Diversifying the rural economy
and developing sustainable
green enterprises

Boosting skills for a greener
future of work in rural areas

Extending climate-responsive
social protection coverage
and outreach

Enhancing the protection of
rural workers in relation to
climate related OSH risks

Promoting social dialogue and
the voice and representation
for producers and rural
workers

▶ Green Jobs for Rural Youth

- ▶ Accelerating young talent and skills for green jobs
- ▶ Work for and *with* youth people
- ▶ Launched in COP27 (November 2022)
- ▶ Part of ILO's work to promote a Just Transition to a more sustainable and greener future for youth
- ▶ Partnership: ILO, UNICEF, European Commission, UNEP, YOUNGO, and LinkedIn
- ▶ Aim: closing the skills gap for young people in developing countries and targeting climate-vulnerable sectors, such as agriculture.



▶ In summary

- ▶ Many jobs in the rural economy depend on a stable climate and healthy environment; while rural activities also contribute to climate change.
- ▶ Climate change and environmental degradation has direct impact on rural workers, many of whom are already vulnerable to socio-economic risks, and face severe decent work deficits
- ▶ Jobs may be lost or change, and risk becoming less safe and healthy
- ▶ Promoting a just transition is key in moving towards greener economy
- ▶ Building on political and statistical definitions on green jobs, and the ILO's Guidelines on Just Transition
- ▶ Advancing towards a sustainable future for the younger generations





International
Labour
Organization

▶ **Thank you**

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In Reaction

Input by Stuart Worsley

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- Enterprises are the elephant in the room
- What is the best form of an enterprise?

- Bringing in an institutional question → enterprises should be included
- SMEs often majority within an economy → big potential for green jobs
- Legislation needed: no legal definition for green enterprises/jobs makes it difficult to implement policies and creates space for greenwashing
→ requirement for policies, financing, formality, creating new markets/services
- Thinking green enterprises/jobs local: advantages of local jobs for local needs and distributional efficiency
- Green enterprises are key for a green transformation → micro-enterprises (mostly led by women and youth)-centred transformation from informal to green as opportunity for equality

Q&A

Summarized Discussion

- Comment on the call for defining and measuring green jobs: open questions are i) how far must a green job impact ecological outcomes to be defined as a green job? ii) What do we define as work and job?
 - Argument to not rush a definition, e.g. women skills need to be identified first
 - Reaction on argument: Enterprises are asking for legislation to get services
- How is the 'greenness' of jobs measured? → Answer: There are guidelines on the ILO website
- Is ILO's methodology based on occupations or economic activity sectors? → Answer: It is based on sectors and greening skills
- Which countries are pushing the discussion to find a common definition? → No information on this, but ILO member countries need to adapt to the requirements of a safe and healthy workspace

How is a standard developed?
Whose voices are heard more loudly to define a standard?
Is the process of becoming standard laws 'just'?

What is a „Green“ Job?
– are „external“ impacts of green jobs on rest of system fully included?
- And their „future impacts“ too?

What is a good Definition of „job“?
- Formal jobs
- Informal jobs
- How do you measure an informal job?

Don't rush to Define!
(Definitions are guidance for measurement) don't count the wrong things!

Don't rush to legal status (which is requirement for access to finance of course).
The past concepts shape the future also.

Breakout Discussions:

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Questions:

- From your perspective, how can the promotion of green jobs lead to significant change by transforming existing professions into drivers of socio-ecological progress?
- What are your recommendations for sustainably anchoring the concept of a 'just transition' with implementing and political partners through our GIZ programs?

Structure: 2 physical flipcharts and 2 virtual whiteboards to work on

Sequence:

- Introductory video on GIZ program
- Facilitated brainstorming exercise on Flipchart and Conceptboard (breakout hosts moderate)



Jawad Echarqui

Technical Advisor „Green Jobs in Rural Morocco“ at GIZ MA



Silke Peters

Program Lead „Skills Development for Economic Transformation“ at GIZ Rwanda

Plenary Presentation:

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Questions:

What are key takeaways from the breakout discussions? How to get them into (program) practice?

Structure: Semicircle of chairs with rapporteurs in the middle (2 chairs and 2 on screen)

Sequence:

- Presentation of key insights and recommendations by rapporteurs
- Clarification of open question by audience in the end

Group Results: Morocco

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How can the promotion of green jobs lead to significant change by transforming existing professions into drivers of socio-ecological progress?

Diversified markets +
several activities well
integrated

Get out of niche-markets

- Awareness
- Lower prices for green products
- Higher prices for non-green products

If existing job holders expand their

- Responsibility within their communities/companies
- Stewardship along natural responses
- Positive/caring impact on the nature

Green Enterprises and
Business Models

What could be used as „green job“ definition? Human occupation active in harmony with the planetary boundaries and ecological resources (egalitarian) through caring/working decently with natural resources

Group Results: Rwanda

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How can the promotion of green jobs lead to significant change by transforming existing professions into drivers of socio-ecological progress?



Group Results: Online - Rwanda

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How can the promotion of green jobs lead to significant change by transforming existing professions into drivers of socio-ecological progress?



Transition - what is the green way of doing things?

Clarification of green jobs definition (within GIZ)

What should be the optimum?

Integrated approach to supply and demand

Locally sourced technological integration (apps/software etc.)

Incentive structures created on policy level

Rewarding - concepts are responding to something which is going to be rewarded afterwards

Focus on youth employment = invest on the greening of the private sector

Focus on youth

I think it's not the promotion of green jobs itself, but the promotion of sustainable consumption, production, and practices

Change processes on an enterprise-level!

Sectoral analyses should be at the center of greening the economy as a whole

Analyze enterprises and sectors as well as their potentials (green jobs themselves won't do the trick)

Group Results:

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How can the concept of a „just transition“ be sustainably anchored with political and implementing partners?

Make it to become their own
idea
→ be generous

Model cases as
successful examples to
learn from

Capacity development,
skills + lighthouses that
show success +
inspire/convince, south –
south peer learning

Wrap-Up:

Question:

If you could incorporate one recommendation into your work, which one would that be?

Structure: Semicircle of chairs with panel in the middle (4 chairs, Ramiro and Elisenda on screen)

Sequence:

- Short snapshots by Jawad, Silke, Stuart and Elisenda
- Participant's key takeaway on Post-Its
- Closing remarks by Ramiro and Holger



Ramiro Albrieu

Principal Researcher „Future of Work“ at Red Sudamericana de Economía Aplicada (Red Sur)



Holger Kuhle

Policy Advisor „Economic Policy and Private Sector Development“ at GIZ

Wrap-Up: Key Takeaways

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- **Silke Peter:**
 - community-based solutions
 - direction in SMEs and finding solutions for them
 - government and social dialogue to accompany the informal companies
 - more need to discuss
 - consider change on different levels more integrated
- **Jawad Echarqui:**
 - cooperation perspective
 - inclusive (local population)
 - broad topic
 - some good project synergies got identified
 - projects got a “zoom out” perspective
- **Ramiro Albrieu:**
 - Integration with keeping in mind the demographic change
 - Deal with not having a common ground, wait for methodology
 - Who is the agent of change? Understand firms not workers
 - Government incentives and capacities
 - Long-term issues (growth is a long-term challenge)

Postscript (created after the session)

Holgers comments from the perspective of the „ET4D“ topic

- Skills (new skills/further education) offer potential to spread transformative competences; i.e. social-ecological transformations of economic interactions: supply and demand, production and consumption.
- The prerequisite for this is that the skill measures fit into the respective specific job profile, but do also expand this very profile. On the one hand, it is necessary to acquire the (hard) technical knowledge of how to transform conventional 'grey or brown' occupations with ecological demands/solutions for manufacturing or services which requires the technical understanding of the possibility of conversion. On the other hand, (soft) competences; i.e. sensitivities and open-mindedness, must be helped to develop among the bearers of the skill, which allow a constant pro-active search for transformation.
- The latter depends on the employment relationship and the culture in the company. The prerequisite for applying hard and soft skills for transformation is the ability to act as mature and responsible employees.

Postscript (created after the session)

Holgers comments from the perspective of the „ET4D“ topic

Areas as example to illustrate:

- Competences on material flows in the sense of the so-called bioeconomy: knowledge is needed of which biological raw materials exist and how they can be used sensibly and efficiently for what. These questions require not only engineers to identify such materials, but also workers to change their processes. The bioeconomy has even more to offer than just the replacement: great potentials, also lie elsewhere.
- In a very consistent circular economy, use of residual and waste materials, reuse of materials, thinking that these materials are biodegradable and thus environmentally compatible. And regarding innovation: developing new products that have significantly better product properties than the existing ones.
- Turning to the concept of biomimicry in industry: collaboration between developers and workers to transfer/apply processes in nature to the production processes/properties of products by imitating them.

Useful Links:

- ILO Green Enterprises Report (2022): [wcms_861384.pdf \(ilo.org\)](#)
- ILO Guidelines for a statistical definition of employment in the environmental sector (2013): [wcms_817835.pdf \(ilo.org\)](#)
- ILO Green Skills (2023): [Skills for a Greener Future \(ilo.org\)](#)
- ILO Resolution on Just Transition (2023): [ILC.111/Resolution V: Resolution concerning a just transition towards environmentally sustainable economies and societies for all \(ilo.org\)](#)
- INTERSECTING Resources for the Future (2023): [INTERSECTING - Resources for the Future Volume 11 - Global Solutions Initiative | Global Solutions Summit \(global-solutions-initiative.org\)](#)



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